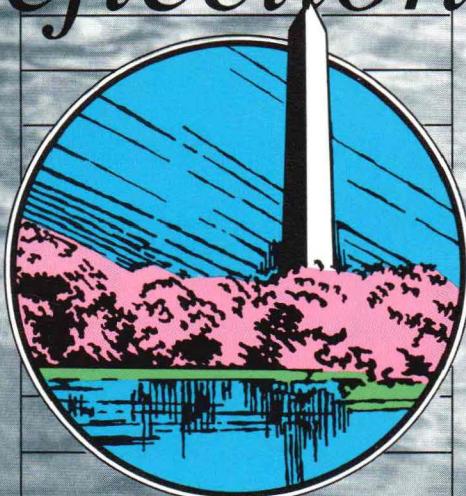


1991

NASPA NATIONAL CONFERENCE

CONFERENCE PROGRAM INFORMATION

CAPITAL
reflections



NASPA
1875 Connecticut Ave., NW
Suite 418
Washington, DC 20009-5726

APRIL 3 - 6, 1991, WASHINGTON, D.C.

N A S P A

THE 73RD ANNUAL
CONFERENCE OF THE
NATIONAL ASSOCIATION
OF STUDENT PERSONNEL ADMINISTRATORS
APRIL 3-6, 1991 • WASHINGTON, D.C.

WELCOME TO NASPA AND CAPITAL REFLECTIONS!



The topics of nine major speakers and the wide selection of programs are designed to provide a quality professional experience, as we explore the issues and challenges of working with students in the 90's. The variety of formats offered in the program is intended to encourage involvement and interaction as well as reflection.

Washington, D.C., the conference program and our colleagues should provide an interesting, educational, and enjoyable experience.

Joan M. Claar

1991 Conference Chair

WELCOME TO WASHINGTON, D.C.!



Washington, D.C. in April and the NASPA conference are an unbeatable combination! The "Capital Reflections" theme offers us the opportunity to look at ourselves, our profession, and higher education from the perspective of past, present, and future.

I hope that you will take advantage of your days at the conference to renew acquaintances with friends and colleagues, to establish new friendships, and to learn from the speakers, presenters, and each other.

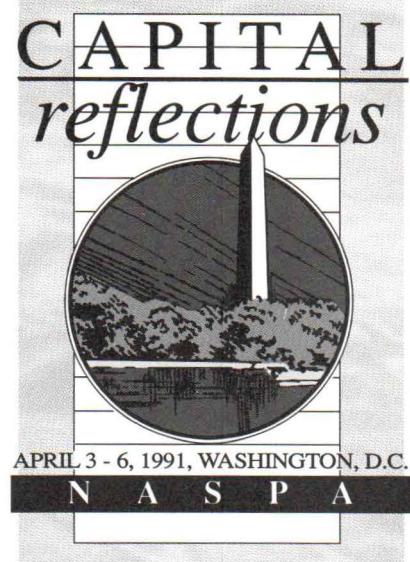
I look forward to seeing you.

Marsha Duncan

NASPA President

CONTENTS

Schedule at a Glance	2
Highlights of Services and Entertainment	3
Pre-Conference Sessions	6
Evening Program Sessions	6
Invited Programs	7
Special Programs and Events for New Professionals and Graduate Students	8
Conference Mentors	9
Network and Division Sponsored Programs	10
Sequential Listing of Conference Programs and Events	11
Wednesday Listings	11
Thursday Listings	15
Friday Listings	27
Saturday Listings	38
NASPA 1991 Awards	42
NASPA Exhibitors	44
NASPA Board of Directors	45
National Conference Committee	46
Program Sessions Cross-Reference	47
NASPA Past Presidents	48
Acknowledgments	48
Presenters Index	49



SCHEDULE AT A GLANCE

TUESDAY, APRIL 2

12:00 pm-6:00 pm Conference Registration
8:00 am-5:00 pm NASPA Board of Directors Meeting
3:00 pm-3:45 pm Career Services Volunteer Training
4:00 pm-6:00 pm Career Services -open for all services except interviewing

WEDNESDAY, APRIL 3

8:00 am-4:00 pm Registration
8:00 am-8:30 am Employer Orientation
8:00 am-8:30 am Candidate Orientation
8:30 am-4:00 pm Doctoral Colloquium
9:00 am-4:00 pm Career Services-All Services
9:00 am-4:00 pm Pre-Conference Workshops (3 hour and 6 hour workshops)
10:00 am-4:00 pm Exhibits
1:00 pm-3:00 pm CSAO Roundtable
1:00pm-2:30pm Conference Volunteers Training
1:30 pm-2:30 pm Masters Case Study Meeting
3:00 pm-4:00 pm Newcomers' Orientation
4:30 pm-6:00 pm Opening Session- Speaker: Robert Albright
6:00 pm-7:00 pm Opening Reception; Exhibits open
7:30 pm-8:45 pm Selected Program Sessions

THURSDAY, APRIL 4

7:00 am-8:30 am Ancillary Meetings
8:00 am-5:00 pm Conference Registration
8:00 am-5:00 pm Masters Graduate Case Study Competition
9:00 am-5:00 pm Career Services
9:00 am-10:15 am Major Speakers: Patrick Terenzini & Ernest Pascarella
9:00 am-10:15 am Program Sessions
10:00 am-5:00 pm Exhibits
10:30 am-11:45 am Major Speaker: Paula Bagasao
10:30 am-11:45 am Program Sessions
12:00 pm-1:00 pm Capital Idea Sessions
1:30 pm-2:45 pm Program Sessions
3:00 pm-4:15 pm Major Speaker: Bernice Sandler
3:00 pm-4:15 pm Program Sessions
4:30 pm-5:30 pm Regional Business Meetings
5:30 pm-7:00 pm Network Reception
7:00 pm-9:00 pm Mentor Dinner
7:00 pm-8:30 pm Ancillary Receptions and Meetings
9:00 pm-10:30 pm "Capital Steps"

FRIDAY, APRIL 5

7:00 am-8:30 am Ancillary Meetings
8:00 am-12:00 pm Conference Registration
9:00 am-1:00 pm Career Services
9:00 am-10:15 am Major Speakers: George Kuh, John Schuh & Elizabeth Whitt
9:00 am-10:15 am Program Sessions
10:00 am-2:00 pm Exhibits
10:30 am-11:45 am Programs Sessions
12:00 pm-1:30 pm Awards Luncheon
12:00 pm-1:00 pm Capital Idea Sessions
1:45 pm-3:30 pm Featured Panel: M.L. Upcraft
1:45 pm-3:00 pm Program Sessions
3:15 pm-4:30 pm Program Sessions
3:30 pm-5:00 pm Business Meeting
6:00 pm-8:30 pm Ancillary Receptions and Meetings
9:00 pm-1:00 am "Club NASPA"
SATURDAY, APRIL 6

7:00 am-8:30 am Ancillary Meetings
9:00 am-10:15 am Interest Sessions
10:30 am-11:45 am Closing Session Speaker: Margaret Barr

HIGHLIGHTS OF SERVICES AND ENTERTAINMENT

NASPA 1991 - *Capital Reflections*

Reflections offers opportunities for involvement and relaxation. The local arrangements committee has scheduled activities that will provide a balanced conference experience. There are services provided to conferees that will facilitate a pleasant experience.

SERVICES

REGISTRATION

Concourse Level

Times for conference registration are as follows:

Tuesday, April 2,
12:00 Noon - 6:00 pm

Wednesday, April 3,
8:00 am - 4:00 pm

Thursday, April 4,
8:00 am - 5:00 pm

Friday, April 5,
8:00 am -12:00 noon

ADMISSION TO CONFERENCE ACTIVITIES

Admission to all conference activities requires the conference name badge. Persons without a name badge may be excluded from conference programs and events.

CONFERENCE HEADQUARTERS

Bancroft

General conference information, program changes, and information about room set-ups, catering, and AV equipment may be obtained. Hours are 8:00 am to 5:00 pm Tuesday through Friday and 8:00 am to Noon Saturday.

CAREER SERVICES

Exhibit Hall

The following services will be available in the *Exhibit Hall; Concourse Level*:

- Employer Registration	- Candidate Registration
- Interview Scheduling	- Message Center
- Waiting Areas	- Interview Areas
- Position Listing Supplements	

The following services will be available on the *Terrace Level*:

- Employer Lounge	- Candidate Lounge
- Resume Books	- Campus Information
- Resume Drop	- Career Information

Hours of Operation:

Tuesday, April 2 4:00 pm - 6:00 pm

all services except interviewing

Wednesday, April 3 9:00 am - 4:00 pm

all services

Thursday, April 4 9:00 am - 5:00 pm

all services

Friday, April 5 9:00 am - 1:00 pm

all services

Friday, April 5 1:00 pm - 2:00 pm

message pick-up only

Career Services will be open Wednesday, Thursday and Friday from 8:30 am - 9:00 am for all services except interviewing. Interviewing begins at 9:00 am.

EMPLOYER AND CANDIDATE INFORMATION SESSIONS:

CANDIDATE INFORMATION SESSIONS

EMPLOYER INFORMATION SESSIONS

Wednesday, April 3

8:00 am - 8:30 am

Jefferson Room

Wednesday, April 3

8:00 am - 8:30 am

Georgetown Room

Personalized orientation is available at the Career Information and Advising area on the Terrace Level any time during the operation of Career Services.

LOCATOR SERVICE

Concourse Level

To assist conference participants with contacting each other the locator service will list the hotel location of all delegates who complete the locator card at registration. This service will be available 8:00 am to 5:00 pm Tuesday through Friday and 8:00 am to Noon Saturday.

SERVICES FOR PERSONS WITH DISABILITIES

Participants seeking assistance should call or visit the Conference Headquarters in the Bancroft Room.

MESSAGE BOARD

Messages to and from participants may be posted on a message board located in the **Hospitality Center, Adams Room, Terrace Level**.

HIGHLIGHTS OF SERVICES AND ENTERTAINMENT

HOSPITALITY CENTER

Adams

The opportunity to relax between sessions or read the local newspaper will be available in the Hospitality Center. Delegates may also use the Hospitality Center as a convenient meeting point. Information will be available ranging from shopping, restaurants, and nightly entertainment, to religious services, local tours, and lost and found.

Signup for the Thursday Evening Mentor Dinner will take place in the Hospitality Center.

Conference Hospitality Center hours of operation are:

Tuesday, April 2
12:00 noon-5:00 p.m.
Wednesday, April 3
8:00am-5:00pm
Thursday, April 4
8:00am-5:00pm
Friday, April 5
8:00am-5:00pm

VOLUNTEER HEADQUARTERS

Adams

The Volunteer Headquarters is located in the Hospitality Center. All volunteers should sign in to receive information about assignments and schedule changes. Additional volunteers are welcomed with enthusiasm.

EXHIBITS

Exhibit Hall

The NASPA Exhibit Program is an important part of the conference. It provides an opportunity for NASPA members to meet individuals who provide services, equipment, and supplies for our profession and on our campuses. Exciting drawings, door prizes, and a chance to exchange helpful information will all be available in the Exhibit Hall. Be sure to stop by.

Conference Exhibitors Schedule:

- Wednesday, April 1
10:00am-4:00pm; 6:00pm-7:00pm
- Thursday, April 2
10:00am-5:00pm
- Friday, April 3
10:00am-2:00pm

NASPA ANNUAL BUSINESS MEETING

International Ballroom West 3:30 pm Friday

Presiding:

Proceeding.

Vice President for Student Affairs, Lehigh University; NASPA President

The NASPA Annual Business Meeting is open to all members, however, a quorum consists of a majority of the voting delegates registered at the National Conference. Designation of proxies for voting delegates must be received by the Executive Director no later than the official opening day of the conference, April 3, 1991.

Proxies shall be Voting Delegates or Professional Affiliates who may cast no more than one proxy vote each.

Any member of NASPA may present a resolution for action by the membership on any issue at the Annual Business Meeting. A resolution is an instrument expressing the opinion, will, and intention of the NASPA Voting Delegates. Endorsement of a resolution by the delegate body constitutes a directed call for Board of Directors consideration. The Board of Directors bears the responsibility to deliberate on approved resolutions and report their disposition to the delegate body.

The procedures for submitting resolutions are as follows:

1. A draft of a proposed resolution may be submitted in advance to the appropriate Regional Vice President or to the President-Elect prior to the opening date of the conference.
2. Resolution proposals may be submitted to the Board of Directors any time during the conference prior to the Annual Business Meeting.
3. Resolutions may be presented to the membership from the floor under "new business" during the Annual Business Meeting.

CAPITAL REFLECTIONS NEWSLETTER

Each day of the Conference, "Capital Reflections Update" will be published and distributed at various locations. Program changes, news updates and other important information will be offered. Submissions are due to the Conference headquarters in Bancroft by 5:00pm on Wednesday and Thursday.

PRE-CONFERENCE SESSIONS

Several outstanding pre-conference sessions are offered on Wednesday, April 3. These sessions are highlighted in the complete list of program offerings. For those who arrive in time to attend a pre-conference session, check with the registration area for information regarding space availability and registration.

EVENING PROGRAM SESSIONS

Four selected program sessions are being presented Wednesday evening from 7:30-8:45 PM. These sessions are provided as a service to conferees who desire a learning experience, but find their daytime schedules filled with other responsibilities. The sessions are each repeated at a later time during the conference. The program committee invites you to participate in one of the following evening "reflections":

**40. REDEFINING
STUDENT LEADERSHIP
FOR THE 1990'S**

(also 120)

Dupont

Michael Ellis

University of Maryland -
College Park

**41. PARA-PROFESSIONAL
STUDENT STAFF
SELECTION, TRAINING
AND SUPERVISION : A
DEVELOPMENTAL
MODEL**

(also 283)

State

Pamela T Horne

University of Michigan

**42. A COMMITMENT TO
CULTURAL DIVERSITY
IN STUDENT
ORIENTATION**

(also 135)

Caucus

Lori Reesor

University of Kansas

**43. STUDENT AFFAIRS:
A CATALYST FOR
INTEGRATING CAMPUS
PLANNING AND
INVOLVEMENT**

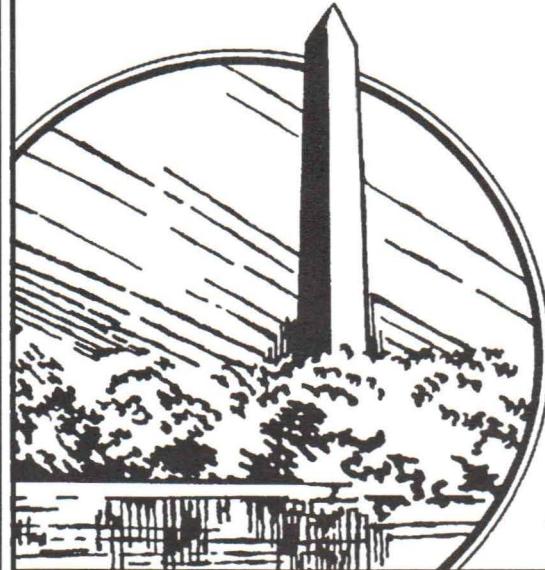
(also 65)

Map

Robert DeWitt

Penn State University - Beaver
Campus

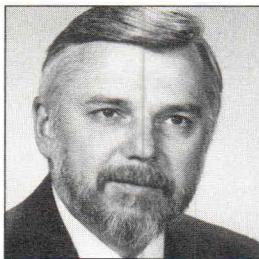
**Seiler's salutes NASPA as you
reflect on the past and prepare for
the future. We
invite you to visit
us at Booth #
50.**



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INVITED PROGRAMS



The following program sessions have been "invited" by the Program Committee. The collective expertise of the speakers and the timeliness of the topics assure high quality experiences for participants. Please refer to the daily schedule of programs for complete descriptions.

Case Studies in Controversy:

A special series of four programs will provide conferees additional perspectives on campus controversy. In three case study programs, student affairs practitioners will describe recent controversial incidents on their campuses. Graduate faculty presenters will lead subsequent audience discussion of key issues, trends, and implications for practice. In the fourth program, M. Lee Upcraft will lead a featured panel discussion entitled "Readyng Our Campuses for Controversy." He will be joined by a college president, a higher education law expert, and a respected journalist. Please join us for one or more of these important and insightful programs.

77. Case Studies in Controversy: "Institutional Values and Free Speech"
Thursday, 10:30 am - 11:45 am, International West
Coordinating Presenter: *Jim Banning, Colorado State University*
Presenters: *Merrily Dunn and Rebecca L. Parker, Ohio State University*
Carmen Jordan-Cox, University of San Francisco

114. Case Studies in Controversy: "Racial and Ethnic Understanding"
Thursday, 1:30 pm - 2:45 pm, International East
Coordinating Presenter: *Marylu McEwen, University of Maryland*
Presenters: *Art Sandeen, University of Florida*
Moses Turner, Michigan State University

205. Case Studies in Controversy: "Controversy Politicized"
Friday, 10:30 am-11:45 am, International East
Coordinating Presenter: *Dan Robinson, Iowa State University*
Presenters: *Ron Beer, Oklahoma State University*
Lyle Gohn, University of Arkansas

231. Featured Panel Discussion: "Readyng Our Campuses for Controversy"
Friday, 1:45 pm - 3:30 pm, International East
Moderator: *M. Lee Upcraft, Pennsylvania State University*
Panelists: *Amy Goldstein, Washington Post*
Gary Pavela, University of Maryland
John Welty, Indiana University of Pennsylvania

ADDITIONAL INVITED PROGRAM SESSIONS

61. University-Greek Relations and Support

Thursday, 9:00 am - 10:15 am, Cabinet

Coordinating Presenter:
Stephen Petersen, Central Missouri State University

78. Campus Safety 1991:

The Impact of the New Campus Security Act
Thursday, 10:30 am - 11:45 am, Lincoln West

Coordinating Presenter:
Jim Caswell, NASPA Liaison on Safety and Security
Presenters:
Sheldon E. Steinbach, American Council on Education
Marsha Duncan, NASPA President
David Stormer, International Association of Campus Law Enforcement Administrators

115. Government Regulation of Higher Education: The New Wave

Thursday, 1:30 pm - 2:45 pm, Lincoln East

Coordinating Presenter:
Sheldon E. Steinbach, American Council on Education

206. Visions: Leadership for the 90s

Friday, 10:30 am - 11:45 am, Jefferson West

Coordinating Presenter:
David J. Markee, Northern Arizona University
Presenters:
Saundra L. Taylor, Western Washington University
Kathleen E. Allen, Mount St. Mary's College
Eileen Coughlin, Northern Arizona University
Penny Wills, Portland Community College

207. Reauthorization 1991: The Impact on Students and Institutions

Friday, 10:30 am - 11:45 am, Jefferson East

Coordinating Presenter:
Larry H. Dietz, University of Missouri - Kansas City
Presenter:
Marie A. Bennett, Dow, Lohnes, and Albertson

232. "RisQue Business"

Friday, 1:45 pm - 3:00 pm, International West

Coordinating Presenter:
Patti Tomanio, University of South Carolina
Presenters:
John Lowery, George Altman, Sharyn Greene, Renee Martin, Bubba Smith, all of the University of South Carolina

SPECIAL PROGRAMS AND EVENTS FOR NEW PROFESSIONALS AND GRADUATE STUDENTS

34. NEWCOMERS ORIENTATION AND RECEPTION

Wednesday, 3:00 - 4:00 pm

Jefferson

Newcomers to the NASPA National Conference - new professionals and veterans - are invited to this very special kick-off event. Meet and socialize with other NASPA first-timers and discover more about the conference and NASPA. You will be joined by members of NASPA's national and regional leadership as well as other seasoned NASPA professionals at this special welcome.

4. DOCTORAL STUDENT COLLOQUIUM

"ACHIEVING INSTITUTIONAL DIVERSITY: IMPLICATIONS FOR RESEARCH AND PRACTICE"

Wednesday, 8:30 am - 4:00 pm

State

The Doctoral Student Colloquium brings together doctoral students and distinguished scholars to study a topic of importance. The coordinator of the Colloquium is Keith Miser, Colorado State University. Three perspectives on this year's topic, "Achieving Institutional Diversity: Implications for Research and Practice," will be offered as follows:

Research Perspective: *Reginald Wilson*

American Council on Education

Environmental-Ethical Perspective: *James Banning*

Colorado State University

Legal Perspective: *Annette Gibbs*
University of Virginia

MASTERS GRADUATE CASE STUDY COMPETITION

32. ORIENTATION MEETING:

Wednesday, 1:30 - 2:30 pm

Independence

57. CASE PRESENTATIONS:

Thursday, 8:00 am - 5:00 pm

Independence

NASPA's traditional case study competition provides a provocative challenge for graduate students enrolled in masters degree programs in higher education and student affairs. Each graduate program may be represented by one team of two masters degree students who will present their analysis of a case study prepared by NASPA student affairs professionals.

The teams will receive the case at the Orientation Meeting on Wednesday and will be assigned 30-minute presentation times scheduled for Thursday. A panel of judges will reflect on the teams' efforts to translate theory into practice. Paula Rooney of Babson College is coordinating the Masters Graduate Case Study Competition.

The 1991 Masters Graduate Case Study Competition has been supported by a grant from the National Panhellenic Conference.

153. MENTOR DINNER

Thursday, 7:00 pm

Independence

(Mentors and Mentees will depart in groups to nearby restaurants.)

The NASPA Program Committee and the New Professionals Network have arranged an evening featuring a selected group of our profession's mentors hosting small groups of new professionals for dinner at moderately priced area restaurants. For the price of a meal, new professional conferees (three or fewer years in the field) may take advantage of this outstanding opportunity to discuss issues and concerns with one of these mentors. This event has received high praise from previous participants, including past mentors.

Participant sign-up will begin at the Newcomers Orientation and Reception (Wednesday, 3:00 - 4:00 pm in the Jefferson room). Afterwards, signups will be available in the Conference Hospitality (Adams) Room. Mentors' pictures and biographies will be available for review. All new professionals are encouraged to enjoy this evening filled with good food and stimulating conversation. Space is limited, so sign up early! The Mentor Dinner is Coordinated by Linda Windle of Texas A&M University and Kathleen Yorkis of Bentley College.

1991 NATIONAL CONFERENCE MENTORS:

Ronald Beer

*Vice President, Student Services
Oklahoma State University*

Russell DeRemer

*Dean of Students
Whitman College (WA)*

Donald Gebring

*Professor
University of Louisville (KY)*

Gerardo Gonzalez

*Associate Professor
University of Florida*

Richard Hage

*Dean of Student Affairs
Plymouth State College (NH)*

Joan Lemoine

*Dean of Student Affairs
Western Connecticut State
University*

J. Harrison Morson

*Dean of Students
Mercer County Community
College (NJ)*

Carmen Neuberger

*Dean, Education Services &
Student Services
Dickinson College (PA)*

Hazel Scott

*Dean of Student Affairs
California Polytechnic State
University*

Sharyn Slavin

*Assistant Dean, Student Affairs
University of Southern California*

Caryl Smith

*Dean of Student Life
University of Kansas*

SueAnn Strom

*Assistant Vice President, Student
Affairs
Mankato State University (MN)*

Melvin Terrell

*Vice President, Student Affairs
Northeastern Illinois University*

NETWORK AND DIVISION SPONSORED PROGRAMS

Programs sponsored by NASPA Networks or Divisions are designated as such in the complete program listing. A summary of programs and events listed by sponsors follows:

CAREER DEVELOPMENT AND PROFESSIONAL STANDARDS DIVISION

177. Division Meeting
Friday 7:00 to 8:00 am
Dupont

198. Adapting to Career Change: Surviving Through Self-Improvement
Program Session
Friday 9:00 to 10:15 am
Lincoln East

MEMBER SERVICES DIVISION

23. Regional Membership Coordinators Meeting
Wednesday 12:00 to 2:00 pm
Grant

RESEARCH AND PROGRAM DEVELOPMENT DIVISION

130. Costs and Benefits of Research in Student Affairs Divisions
Program Session
Thursday 1:30 to 2:45 pm
Thoroughbred

265. Division Business Meeting
Friday 5:00 to 6:30 pm
Kalorama

296. Guidelines for Enhancing Campus Safety
Program Session
Saturday 9:00 to 10:15 am
Lincoln West

ADULT/COMMUTER NETWORK

121. Campus Child Care Challenge, Or Whose Kids Are These Anyway?
Program Session
Thursday 1:30 to 2:45 pm
Georgetown East

180. Network Business Meeting
Friday 7:00 to 8:30 am
Edison

COMMUNITY COLLEGES NETWORK

179. Network Business Meeting
Friday 7:00 to 8:30 am
Farragut

298. Network Roundtable
Saturday 9:00 to 10:15 am
Georgetown West

NETWORK FOR EDUCATIONAL EQUITY AND ETHNIC DIVERSITY

9. Regional Chairs Meeting
Wednesday 9:00 to 10:30 am
Grant

35. Membership Meeting
Wednesday 3:30 to 4:30 pm
Georgetown West

193. Cultural Diversity Programming: A Strategy for Success
Program Session
Friday 9:00 to 10:15 am
Georgetown East

244. How Not To Write A Campus Cultural Diversity Action Plan
Program Session
Friday 1:45 to 3:00 pm
Lincoln East

271. Reception
Friday 6:00 to 7:30 pm
Independence

FRATERNITY/SORORITY NETWORK

48. Breakfast and Open Forum
Thursday 7:00 to 8:30 am
Map

79. Network Roundtable
Friday 10:30 to 11:45 am
Cabinet

GAY, LESBIAN & BISEXUAL CONCERN NETWORK

47. Network Business Meeting
Thursday 7:00 to 8:30 am
Grant

190. Silence v. Dignity: Focusing on Gay/ Lesbian Concerns Within Work Against Bigotry
Program Session
Friday 9:00 to 11:45 am
Conservatory

245. The First Amendment and Public Higher Education: A Case Study
Program Session
Friday 1:45 to 3:00 pm
Lincoln West

269. Reception
Friday 6:00 to 7:30 pm
Grant

NEW PROFESSIONALS NETWORK

46. Network Leadership Meeting
Thursday 7:00 to 8:30 am
Edison

242. New Professionals: How Competent Do They Think They Are?
Program Session
Friday 1:45 to 3:00 pm
Jefferson East

250. Reflecting Personal and Institutional Values: Strategies for New Professionals
Program Session
Friday 3:15 to 4:30 pm
Thoroughbred

SMALL COLLEGES AND UNIVERSITIES NETWORK

263. Network Business Meeting
Friday 5:00 to 6:30 pm
Hamilton

277. Network Reception
Friday 7:00 to 8:30 pm
Edison

297. Network Roundtable
Saturday 9:00 to 10:15 am
Monroe West

URBAN COLLEGES AND UNIVERSITIES NETWORK

264. Regional Directors Meeting
Friday 5:00 to 6:30 pm
Jackson

281. Network Breakfast
Saturday 7:00 to 8:00 am
Chevy Chase

299. Network Roundtable
Saturday 9:00 to 10:15 am
Monroe East

WOMEN IN STUDENT AFFAIRS NETWORK

124. Implementing the ACE's "New Agenda of Women for Higher Education"
Program Session
Thursday 1:30 to 2:45 pm
Jefferson East

211. Diversity Among Us: Acknowledging Women of Color
Program Session
Friday 10:30 to 11:45 am
Military

270. Network Reception
Friday 6:00 to 7:30 pm
Farragut

SEQUENTIAL LISTING OF CONFERENCE PROGRAMS AND EVENTS.

- 1 Jesuit Association of Student Personnel Administrators Annual Meeting
Tuesday 8:00 am-6:00 pm Georgetown
- 2 Career Services Volunteer Training
Tuesday 3:00 pm-3:45 pm Exhibit Hall
- 3 Aerobics
Wednesday 7:00 am-8:00 am Conservatory
- 4 Doctoral Student Colloquium
Wednesday 8:30 am-4:00 pm State
- 5 Career Services Employer Orientation
Wednesday 8:00 am-8:30 am Georgetown
- 6 Career Services Candidate Orientation
Wednesday 8:00 am-8:30 am Jefferson
- 7 Career Services Volunteer Training
Wednesday 8:00 am-8:30 am Exhibit Hall
- 8 NASPA Network Chairs Meeting
Wednesday 8:30 am-10:00 am Chevy Chase
- 9 Regional Chairs Meeting, Network for Educational Equity & Ethnic Diversity
Wednesday 9:00 am-10:30 am Grant
- 10 Region IV-West Advisory Board Meeting
Wednesday 9:00 am-3:00 pm Jackson
- 11 Region III Advisory Board Meeting
Wednesday 9:00 am-12:00 pm Farragut
- 12 A Practitioner's Guide for Community Development in the 21st Century (pre-conference session)
Wednesday 7:40 am-3:30 pm George Washington University

Coordinating Presenter:

William M. McDonald

Presenter:

Ronald J. Kovach

Carson-Newman College

Rhodes College

Group departure will be at 7:40 am from the Main Lobby of the Washington Hilton Hotel. This workshop will provide the experience of imagining the future residential campus while providing a framework that can be utilized on campuses today. Interdependence, commitment, and consensus processes, which are components of a successful community will be discussed. Through computer simulation, workshop participants will develop their "visions" and come to better understand the difficult dynamics inherent in the development of a community. Participants will be on their own for lunch.

- 13 Making the Commuter Connection (pre-conference session)
Wednesday 8:30 am-3:30 pm University of Maryland at College Park

Coordinating Presenter:

Deborah J. Taub

University of Maryland at College Park

Presenters:

Barbara Jacoby

University of Maryland at College Park

Martha Baer Wilmes

University of Maryland at College Park

Jennifer Shimer Piper

University of Maryland at College Park

Angela Scott

University of Maryland at College Park

Group will depart at 8:30 am from the Lower Lobby entrance of the Washington Hilton Hotel. Advance registration is required. Workshop participants will visit the National Clearinghouse for Commuter Programs (NCCP) and a model commuter affairs office at the University of Maryland at College Park. This pre-conference workshop will provide practical information, examples of innovative programs and services, an introduction to the resources of NCCP, and the latest developments affecting professionals who work with commuter students. Participants will have the opportunity to exchange materials and ideas. Participants will be on their own for lunch and will be returned to the Washington Hilton by 3:30 pm.

- 14 Spiritual Development Theory and Practice: Emerging Models and Research (pre-conference session)

Wednesday 9:00 am-12:00 pm Dupont

Coordinating Presenter:

Alan Cureton

Sterling College

Presenters:

Larry Ebbers

Iowa State University

John Bolen

Iowa State University

Researchers have recently identified the need for educators to address the spiritual development of students. This workshop will describe the emerging theories of spiritual development, identify examples of campus programs addressing spiritual development, and discuss and predict future research arenas within the realm of spiritual development theory. Time will be allotted for open discussion and questions with the presenters.

- 15 Student Activism and Free Speech: Are They on a Collision Course? (pre-conference session)

Wednesday 9:00 am-12:00 pm Edison

Coordinating Presenter:

Patrick Brown

University of Vermont

Presenter:

Narbeth Emmanuel

Ferris State University

There has been a resurgence of student activism on college and university campuses. The issues on the activists' palette include gay rights, ROTC, animal rights, tuition costs, divestment, sexism, anti-semitism and racism. At the same time many campuses are responding to a rash of hate crimes that extend from verbal harassment to campus graffiti to discriminatory programs or activities to actual assaults. The response to a growing number of these incidents has been to enact codes and policies prohibiting certain types of racist, sexist, homophobic and other derogatory speech. This workshop will explore First Amendment rights, the developing activist agenda and the significant actions addressing "unwanted" free speech.

Wednesday

16 Early Alert, Early Intervention - Keys to Retention Management (pre-conference session)

Wednesday 9:00 am-12:00 pm Caucus

Coordinating Presenter:

Randi Levitz

Presenter:

Patrice Noel

Noel/Levitz Centers

Student success, and ultimately student retention, depends heavily on the ability of staff to connect students' needs with academic advising services on campus that can best meet those needs. This workshop will provide up-to-the-minute retention strategies. Participants will also learn how to use critical information on students to establish effective advising relations and intervene early with students. Additionally, participants will gain hands on experience with a powerful academic advising/retention tool.

17 Building Community Through Leadership (pre-conference session)

Wednesday 9:00 am-12:00 pm Conservatory

Coordinating Presenter:

Nance Lucas

Ohio University

Presenters:

Kurt Keppler

Virginia Commonwealth University

Dennis Roberts

Lynchburg College

Cynthia Cherry

University of Southern California

Tim McMahon

University of Iowa

The purpose of this session is to inform participants about the new perspectives of leader programming which emerged from the findings of the 1990 Leadership Symposium, to broaden the conceptual models and theories in leadership programs to be more gender and multiculturally inclusive, to encourage the consideration of community building as the ultimate purpose of leadership programming and to engage participants in refining these new perspectives. Participants will be engaged in translating these ideas for use on their own campuses.

18 Creating a Student Affairs Vision (pre-conference session)

Wednesday 9:00 am-12:00 pm Military

Coordinating Presenter:

Dennis Pruitt

University of South Carolina

Presenters:

David Bell

University of South Carolina

Paul Fidler

University of South Carolina

Debbie Ritter

University of South Carolina

Jim Doran

University of South Carolina

Virtually every institution is under mandate from a governing board or coordinating agency to assess the quality of academic and student life programs. This program will provide the opportunity to view a strategic planning cycle which includes philosophical and budgeting components. Individuals will see a model demonstration of how a university unit, such as the Division of Student Affairs, can develop a philosophical mission, author a mission statement, and develop a strategic planning process. Implementation, assessment, and action activities will be shared.

19 Managing a Multicultural Environment (pre-conference session)

Wednesday 9:00 am-4:00 pm Map

Coordinating Presenter:

Barry L. Bem

Howard University

Presenters:

Cecil Blake

Howard University

Grace Ansah-Birikorang

Howard University

Levai Gregory

Howard University

Thomas Wessel

Howard University

Nickole Scott

Howard University

Marcia Stewart

Howard University

Carmen Cannon

Howard University

The United States is increasingly appreciating its multicultural make-up. This workshop will provide, through simulations and group discussions, insights, and materials, a basis for managing multicultural environments effectively within educational institutions. Information regarding the changing complexity of U.S. society and the need to increase intercultural communications competence on college and university campuses will be reviewed. The development of proposals for changes and strategies necessary for colleges and universities as they adjust to culturally diverse populations on their campuses will be included. The workshop model can be replicated for use elsewhere.

20 Marketing Student Services: A Process of Reflection (pre-conference session)

Wednesday 9:00 am-4:00 pm Cabinet

Coordinating Presenter:

Linda Clement

University of Maryland at College Park

Presenter:

Teresa Flannery

University of Maryland at College Park

Institutions that are successful at facing the enrollment challenges of the 1990s will be those who understand and effectively implement modern marketing strategies. This workshop will focus on the application of marketing concepts to the student services arena. Topics will include adopting a marketing strategy, market research and segmentation, promotional approaches, and ethical considerations.

21 NASPA Foundation Meeting

Wednesday 10:00 am-12:00 pm Independence

22 Career Services Volunteer Training

Wednesday 12:00 pm-12:30 pm Lincoln

23 Regional Membership Coordinators Meeting

Wednesday 12:00 pm-2:00 pm Grant

24 Conference Volunteer Training

Wednesday 1:00 pm-2:30 pm Lincoln

25 Funding the Future: Alternative Sources of Support for Student Affairs (pre-conference session)

Wednesday 1:00 pm-4:00 pm Military
 Coordinating Presenter: *Molly Mayo Tampe* *University of Illinois*

Presenters:
James R. Reynolds *Texas A & M University*
Thomas C. Schreck *Indiana University Foundation*
Ed Hinson *Arthur Andersen Consulting*

How are you going to fund those great new programs that your campus and students need? Have you thought about alumni or corporate support? This program will provide information for student affairs officers interested in organizing effective fundraising programs. The speakers will address building your case, identifying prospective donors, working within campus development structures, and establishing a development program on campus.

26 The Fraternity and the First Year Experience (pre-conference session)

Wednesday 1:00 pm-4:00 pm Edison
 Coordinating Presenter: *Melody Hokanson* *University of South Carolina*

Presenters:
Mary Stuart Hunter *University of South Carolina*
Warren Richey *Louisiana State University*

Few topics are more complex or require more attention and thoughtful participation by student affairs professionals than the role and responsibilities of fraternities and sororities. Organizational structures, with appropriate guidance, can assist institutions with the assimilation of first year students into campus life and guiding the first year student toward institutionally desired outcomes. Emphasis will be given to factors contributing to first year student success, support structures and resources of Greek-letter organizations, and current issues on college campuses. This workshop will assist participants in assimilating this knowledge in order to facilitate and empower fraternities and sororities in guiding first year students toward institutional goals.

27 Supervising Residence Hall Staff (pre-conference session)

Wednesday 1:00 pm-4:00 pm Farragut
 Coordinating Presenter: *David G. Butler* *University of Delaware*

Presenters:
Wanda Anderson *University of Delaware*
Kathleen Kerr *University of Delaware*

Supervision is a critical skill necessary to ensure the accomplishment of program goals. This presentation will offer a comprehensive approach to supervision and will identify and describe a series of tools which can be used in supervising others. Participants will receive a supervision manual designed for use in teaching others how to supervise.

28 Financial Aid for the Student Affairs Professional (pre-conference session)

Wednesday 1:00 pm-4:00 pm Dupont
 Coordinating Presenter: *Larry H. Dietz* *University of Missouri - Kansas City*

Presenters:
Don A. Aripoli *University of Arizona*
James R. Craig *Montana State University*
Donald R. Ryan *San Jose State University*

This program will be valuable for chief student affairs administrators and other student affairs staff. The key issues heightening the need to address this information are that most students receive some type of financial aid, reauthorization of programs in 1991 will likely result in changes affecting large numbers of students, administrators have listed adequate financial issues as the top challenges facing institutions in the next five years, and financial aid plays a key role in meeting these challenges.

29 Diversity: Less Talk - More Action (pre-conference session)

Wednesday 1:00 pm-4:00 pm Conservatory
 Coordinating Presenter: *Maura Cullen* *Educational Consultant*

Issues of diversity can be confusing and stressful for staff and students. A special focus of this program will challenge participants to think or rethink efforts with gay, lesbian and bisexual populations. This session is designed to deal with these issues in a practical way so that desired changes may occur on our campuses. These concepts will be explored through the use of slide presentations, music, videos and group exercises.

30 "Six Easy Pieces": A Primer for the Profession (pre-conference session)

Wednesday 1:00 pm-4:00 pm Caucus
 Coordinating Presenter: *Carney Strange* *Bowling Green State University*

Presenters:
James Rbatigan *The Wichita State University*
George Kub *Indiana University*
Elizabeth Whitt *Iowa State University*
Holley Belch *Bowling Green State University*
Margaret Barr *Texas Christian University*

This primer for the profession is designed for chief student affairs officers who have recently assumed their position from a field other than student affairs. Six executive summaries will introduce participants to the student affairs field, its philosophical roots, its administration, the characteristics of students, the concepts of student development, the nature of professional preparation and continued learning in the field.

31 Chief Student Affairs Officers' Roundtable

Wednesday 1:00 pm-3:00 pm Hemisphere
 Coordinating Presenter: *J. Harrison Morson* *Mercer County Community College*

An open roundtable discussion for CSAO's on current issues in higher education.

Wednesday

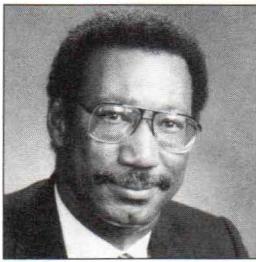
32 Masters Graduate Case Study Competition Meeting
Wednesday 1:30 pm-2:30 pm Independence

33 Region IV-East Advisory Board Meeting
Wednesday 1:30 pm-3:00 pm Chevy Chase

34 Newcomers Orientation and Reception
Wednesday 3:00 pm-4:00 pm Jefferson

35 Membership Meeting, Network for Education, Equity & Ethnic Diversity
Wednesday 3:30 pm-4:30 pm Georgetown West

36 Opening Keynote - Robert Albright



New Realities and New Imperatives: The NASPA Challenges in the 1990's
Wednesday 4:30 pm-6:00 pm International

The presentation will focus on an environmental scan of the new realities which are confronting higher education in the 1990's, with a special emphasis on the extent to which the new realities will occasion a new set of philosophical and operational imperatives for the academy and student services.
The Opening Session has been supported by a grant from Marriott Corporation

37 Opening Reception

Wednesday 6:00 pm-7:00 pm Crystal Ballroom and Exhibit Hall

38 Volunteer Reception

Wednesday 7:00 pm-9:00 pm International East

39 Region 1 New Professionals Reception

Wednesday 7:00 pm-8:00 pm Region I Suite

40 Redefining Student Leadership for the 1990s

This session also presented Thursday at 1:30 pm

Wednesday 7:30 pm-8:45 pm Dupont

Coordinating Presenter:

*Michael Ellis University of Maryland at College Park
Presenter:*

Martha Baer Wilmes University of Maryland at College Park
Current strategies for student leadership development must be modified and expanded if we are to effectively engage the more diverse student body of the 1990s. Focusing on students who live off campus, this program presents a comprehensive framework for developing leadership programs that are responsive to the needs of a diverse student population. Examples of programs based on these principles will be provided.

41 Para-Professional Student Staff Selection, Training, and Supervision: A Developmental Model

This session also presented Saturday at 9:00 am

Wednesday 7:30 pm-8:45 pm State

Coordinating Presenter:

Pamela T. Horne The University of Michigan

Presenter:

Barry D. MacDougall The University of Michigan

The successful delivery of many student service programs, e.g., orientation, residence education, and peer counseling, is dependent on high-quality, front-line para-professional student staff selection and supervision models which insure confident, skilled, and informed staff. Beginning with the first stages of staff selection and continuing through group training, on-going individual goal setting, feedback, and supervision, the individual staff member's growth and development is the key to quality service delivery.

42 A Commitment to Cultural Diversity in Student Orientation

This session also presented Thursday at 3:00 pm

Wednesday 7:30 pm-8:45 pm Caucus

Coordinating Presenter:

Lori Reesor University of Kansas

Presenters:

Sally Bryant University of Missouri - Kansas City

Kathryn Kretschmer University of Kansas

Cultural diversity has become an important issue in higher education. This program will discuss how a large, predominantly white institution developed a videotape and diversity program that was presented to all incoming students and their parents or guests at summer orientation. The audience will actually participate in the program and view the videotape. Participants will also be encouraged to share their program ideas.

43 Student Affairs: A Catalyst for Integrating Campus Planning and Involvement

This session also presented Thursday at 9:00am

Wednesday 7:30 pm-8:45 pm Map

Coordinating Presenter:

Robert C. DeWitt Penn State Beaver Campus

Presenter:

John P. Hourland Penn State Beaver Campus

Student Affairs professionals can be the catalyst to form partnerships with faculty, students and other administrators to lead our colleges into the nineties. This workshop will demonstrate how partnerships were formed on one campus to develop comprehensive recruitment, retention and enrollment plans; how these planning documents were integrated into the campus strategic plan; and how a learning center and a developmental semester were developed in concert with these planning procedures.

44 Meeting for Persons Working With Disabled Students

Wednesday 7:00 pm-7:30 pm Chevy Chase

45 Aerobics

Thursday 7:00 am-8:00 am Conservatory

46 New Professionals Network Leadership Meeting

Thursday 7:00 am-8:30 am Edison

47 Gay, Lesbian, and Bisexual Concerns Network Business Meeting
Thursday 7:00 am-8:30 am Grant

48 Fraternity/Sorority Network Continental Breakfast and Open Forum
Thursday 7:00 am-8:30 am Map

49 Region II Advisory Board Meeting
Thursday 7:00 am-8:30 am Region II Suite

49A Region IV-West Advisory Board Meeting
Thursday 7:00 am-8:30 am Chevy Chase

50 Region V Advisory Board Meeting
Thursday 7:00 am-8:30 am Region V Suite

51 Region IV-East CSAO Breakfast
Thursday 7:00 am-8:30 am Region IV-East Suite

52 Graduate Preparation Faculty Breakfast
Thursday 7:00 am-8:30 am Military

53 NASPA Journal Editorial Board Meeting
Thursday 7:00 am-8:30 am Hamilton

54 Minority Fellows Program Mentors Meeting
Thursday 7:00 am-8:30 am Farragut

55 Region III Former Vice Presidents Breakfast
Thursday 7:30 am-8:30 am Region III Suite

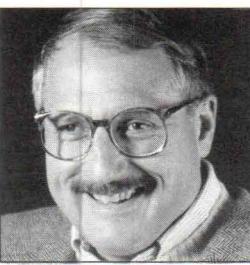
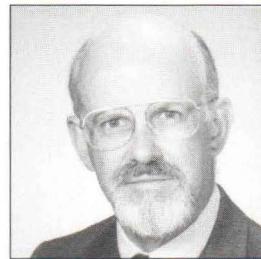
56 Region I Advisory Board Meeting
Thursday 7:30 am-8:30 am Region I Suite

57 Masters Graduate Case Study Competition
Sponsored by the National Panhellenic Conference
Thursday 8:00 am-5:00 pm Independence

58 Career Services Volunteer Training
Thursday 8:00 am-8:30 am Exhibit Hall

59 Major Speakers - Patrick Terenzini & Ernest Pasarella
Does College Make a Difference? Two Decades of Research

Thursday 9:00 am-10:15 am International Ballroom-center
Presiding: Dan Robinson
Iowa State University

Ernest Pasarella and Patrick Terenzini will present findings and insights from a forthcoming book How College Affects Students that synthesizes the last two decades of research on the impact of college. Emphasis will be placed on the implications for enhancing the educational impact of the undergraduate experience.

This session has been supported by a grant from Nemschoff Chairs, Inc.

60 Followup With Robert Albright
Thursday 9:00 am-10:15 am Georgetown East
 An informal exchange with Dr. Albright as a followup to his opening address.

61 University-Greek Relations and Support (Invited Program Session)
Thursday 9:00 am-10:15 am Cabinet
Coordinating Presenter:
Stephen H. Petersen *Central Missouri State University*
 Historically, there has been good support for fraternities and sororities from Greek advisors. However, Chief Student Affairs Officers and Greek executives have not always agreed on priorities or appropriate levels of support. Yet, broader institutional support is essential if a strong partnership is to exist between Greek organizations and their hosting colleges/universities. While this session is open to all, it is designed primarily for Chief Student Affairs Officers and Greek system executives/presidents.

62 Ombudservices: An Institutional Approach to Solving Student Problems
Thursday 9:00 am-10:15 am Chevy Chase
Coordinating Presenter:
William F. Munson *University of Houston*
Presenters:
Roland Smith *University of Houston*
Michael Parks *University of Houston*
Thelma Douglass *University of Houston*
 Have you heard the one about the student who gets "the old campus run-around?" Who is responsible for helping students solve their problems with the university? This session will introduce participants to an institutional model which utilizes a network of designated problem solvers to address student concerns. A demonstration of the computerized ombudservice support program will also be presented.

63 Do We Want This Student Organization On Our Campus?
Thursday 9:00 am-10:15 am State
Coordinating Presenter:
Herbert (Butch) Griffin *Indiana University*
 This session covers legal and ethical implications when dealing with student organizations that will be requesting recognition on our campuses in the future. Starting with what has happened on our campuses in the past, discussion will then lead to future issues of student organization recognition by utilizing various case studies and identifying risk management techniques.

Thursday

64 Experiences of Racial Harassment on Campus: Variations by Group Membership

Thursday 9:00 am-10:15 am Conservatory

Coordinating Presenter:

Gary Malaney University of Massachusetts at Amherst

Presenters:

Julie A. Lam University of Massachusetts at Amherst

John O'Connor University of Massachusetts at Amherst

A first step in establishing a multicultural campus where members of all groups are equally respected is the assessment of current campus climate as experienced by these group members. The results of a telephone survey of undergraduate members of six racial/ethnic groups at the University of Massachusetts at Amherst will provide baseline information on campus harassment levels.

65 Student Affairs: A Catalyst for Integrating Campus Planning and Involvement

Thursday 9:00 am-10:15 am Caucus

Coordinating Presenter:

Robert C. DeWitt Penn State Beaver Campus

Presenter:

John P. Hourlland Penn State Beaver Campus

Student Affairs professionals can be the catalyst to form partnerships with faculty, students and other administrators to lead our colleges into the nineties. This workshop will demonstrate how partnerships were formed on one campus to develop comprehensive recruitment, retention and enrollment plans; how these planning documents were integrated into the campus strategic plan; and how a learning center and a developmental semester were used in concert with these planning procedures.

This session also presented Wednesday at 7:30 pm

67 The Role of Student Affairs in University System Governance

Thursday 9:00 am-10:15 am Georgetown West

Coordinating Presenter:

John L. Baier The University of Alabama

There are currently 52 University Systems in American higher education which govern 504 campuses enrolling over four million students. This program reports the results of a national survey which examined the extent to which system offices centrally coordinate and administer student affairs functions. A descriptive profile of university systems and system CSOs will also be presented.

68 Sexual and Other Violence Against Women: Developing an Institutional Response

Thursday 9:00 am-10:15 am Jefferson West

Coordinating Presenter:

Helen Ellison Florida International University

Presenters:

Mary Ellen O'Shaughnessey University of Illinois at Urbana-Champaign

Carolyn Palmer Bowling Green State University

A brief literature review and summary of a study conducted at a midwestern university will examine "acquaintance rape" and other violence towards women on campus. Participants will discuss current and optimal responses to case histories on the part of their own institutions. Awareness/prevention programs, crisis intervention, follow-up counseling, criminal/disciplinary proceedings, and other related issues will also be discussed.

69 A Response: Views from CSOs of the Carnegie Report

Thursday 9:00 am-11:45 am Jefferson East

Coordinating Presenter:

Thomas G. Goodale Virginia Polytechnic Institute and State University

Presenters:

Richard Correnti Florida International University

Harrison Morson Mercer County Community College

Jo Anne Trow Oregon State University

James Rhatigan Wichita State University

Arthur Sandeen University of Florida

The recent special report: "Campus Life: In Search of Community", released by Ernest Boyer and the Carnegie Foundation for the Advancement of Teaching, has prompted much discussion throughout the nation. Six chief student affairs officers with extensive experience in a diverse array of institutions will react to the report with stimulating dialogue and involvement from the audience.

71 Campus Climate Survey: Student Voices Giving Direction to Student Affairs**Thursday 9:00 am-10:15 am Lincoln East**

Coordinating Presenter:

Maria Teresa Velez

The University of Arizona

Presenters:

Jesse Hargrove

The University of Arizona

Vivian Juan

The University of Arizona

Universities are challenged with meeting the needs of increasing numbers of ethnically diverse students. In this presentation, students' own words provide the foundation for reflecting on our challenges in developing a campus climate where all students feel they belong. Participants will learn about a unique model developed by student affairs staff at the University of Arizona which includes methodology, findings, programmatic responses and critical analysis.

72 Multi-cultural Diversity in Programming on the Small College Campus**Thursday 9:00 am-10:15 am Monroe West**

Coordinating Presenter:

J. Anthony Lloyd

Gordon College

Presenter:

Rita Smith Dove

Gordon College

This workshop is designed to examine the crucial elements on a small college campus. Strategies for assessment and program development as well as creative programming by student led groups will be examined. Attention will also be given to campus wide programs as well as programming to build community and affirm various cultural and other histories.

73 Doing Something About Suicide: Multidisciplinary Interventions by Student Affairs Professionals**Thursday 9:00 am-10:15 am Monroe East**

Coordinating Presenter:

W. Samuel Sadler

The College of William and Mary

Presenters:

Lawrence A. Tucker

The College of William and Mary

June S. Henderson

The College of William and Mary

Amy Hirschy

The College of William and Mary

This session presents a model for the components of a Student Affairs Division working in concert to reduce suicide risk on campus. Suicide prevention, intervention, and postvention strategies will be discussed in detail, from a systems theory perspective. The focus will be on practical ways of acting decisively and early; using lecture, role play, and small group discussion formats.

74 Fulbright Commissions - Student Affairs : How to Obtain, What to Expect**Thursday 9:00 am-10:15 am Hemisphere**

Coordinating Presenter:

Thomas D. Myers

Eastern Kentucky University

Presenters:

David McIntire

University of Missouri

Thomas Thielen

Iowa State University

Three professionals who have received Fulbright Commissions will discuss opportunities, application procedures, developing a winning proposal, notification procedures, expectations and evaluation. Open discussion will follow presentation.

75 Student Alcohol/Drug Policy and the Campus Community**Thursday 9:00 am-10:15 am Thoroughbred**

Coordinating Presenter:

William David Burns

Rutgers University

Presenters:

Margaret Klawunn

Rutgers University

Lisa Bonelli

Rutgers University

Sherry Ranieri

Rutgers University

This presentation will describe an approach to alcohol/drug prevention and policy development involving faculty, college personnel, students, and parents. By analyzing data from the 1990 Rutgers University Parent Survey the correlation between rules students live by at home and at school will be discussed. The role of faculty and college personnel will be reviewed in the design of an alcohol/drug policy.

76 Major Speaker - Paula Bagasao

Serving Students of Asian and Pacific American Backgrounds in the Context of Campus Multiculturalism

Thursday**10:30 am-11:45 am****International East**

Presiding: Larry Moneta University of Massachusetts - Amherst

Probably the least understood student populations are the numerous ethnic groups that comprise the "Asian and Pacific American" ethnic category. Myths abound. Amidst successes for certain students are dramatic unmet needs and increasing cries of campus racism and anti-Asian hostility. Allegations of admissions discrimination are not uncommon across our nations' campuses. What can student affairs professionals as educators do to get "behind and beyond the myths" about these students to ensure their full participation in campus.

This session has been supported by a grant from Seiler's Corporation.

Thursday

77 Case Studies in Controversy: Institutional Values and Free Speech (Invited Program Session)

Thursday 10:30 am-11:45 am International East

Coordinating Presenter:

Jim Banning Colorado State University

Presenters:

Merrily Dunn Ohio State University

Carmen Jordan-Cox University of San Francisco

Rebecca Parker Ohio State University

All students of an Ohio State University residence hall floor were relocated due to escalating harassment of two gay residents of the floor. A pro-choice petition circulated by the Women's Law Student Association at the University of San Francisco, a Catholic university, prompted protest as well as support on campus and in the community. Much publicity was generated following developments on each campus. Case studies of each episode will be presented, and implications for practice will be discussed.

78 Campus Safety 1991: The Impact of the New Campus Security Act (Invited Program Session)

Thursday 10:30 am-11:45 am Lincoln West

Coordinating Presenter:

Jim Caswell NASPA Liaison on Safety and Security

Presenters:

Sheldon Steinbach American Council on Education

Marsba Duncan President, NASPA

David Stormer President, Int'l. Assoc. of Campus Law Enforcement Administrators

The Student Right-to-Know and Campus Security Act, which amends sections of the Higher Education Act of 1965, is now federal law. How will this new legislation impact institutions of higher education? What are the procedures for implementing the new law? A panel of knowledgeable persons will explore these questions and attempt to respond to your inquiries about this consumer rights statute.

79 Fraternity/Sorority Network Roundtable

Sponsored by the Fraternity/Sorority Network

Thursday 10:30 am-11:45 am Cabinet

Coordinating Presenter:

Garth Jenkins Stetson University

A roundtable format for discussion of issues relating to greek affairs. This session is open to all conferees.

80 The Impact of Students with Learning Disabilities on Higher Education

Thursday 10:30 am-11:45 am Chevy Chase

Coordinating Presenter:

Kenneth Osfield University of Florida

Presenter:

Margarita M. Arellano University of Texas at Austin

This presentation will focus on the support services provided by the University of Florida and the University of Texas at Austin for students with learning disabilities. Overheads, discussion and participation in a learning disability simulation will take place.

81 Student Experiences in NPHC Organizations: A Research Report

Thursday 10:30 am-11:45 am Dupont

Coordinating Presenter:

Vicky L. Triponey Wichita State University

Presenters:

William Harmon University of Pittsburgh

Michael V. W. Gordon Indiana University, Bloomington

John H. Schuh Wichita State University

Historically - Black Greek letter organizations encourage the involvement of African-American students in out-of class campus life. How do members describe their experiences? What do they learn? These questions and others, were the focus of a qualitative study. This program will present the study and a reaction to it. Questions and reactions from the audience will be encouraged.

82 AIDS Education: Effective Behavior Change Using a Peer Based Model

Thursday 10:30 am-11:45 am Edison

Coordinating Presenter:

Dallas W. Bauman, III SUNY at Stony Brook

Presenters:

Ivan Ernest SUNY at Stony Brook

Jeffrey D. Green SUNY at Stony Brook

David W. Morris SUNY at Stony Brook

Pam Broadlieb SUNY at Stony Brook

Rachel Boatright SUNY at Stony Brook

The primary focus of the AIDS Peer Educators is to motivate behavior change consistent with risk reduction strategies through a personalized approach of peer advising and informal discussion.

83 Volunteer Service: New Initiatives for the 90s

Thursday 10:30 am-11:45 am State

Coordinating Presenter:

Hank Walter University of Illinois at Urbana-Champaign

Presenters:

Maura Wolfe Campus Outreach Opportunity League

Cesie Delve Georgetown University

In this session staff from the Campus Outreach Opportunity League, a national organization supporting student involvement in community service; ACCESS, a national organization promoting public service; and the University of Illinois and Illinois' statewide Leadership In Volunteerism Experience will discuss innovative ways of developing programs that provide both needed service for the community and meaningful experiences for students.

84 Cultural Specialists for Hire? Are We Messengers or Messiahs?

Thursday 10:30 am-11:45 am Conservatory

Coordinating Presenter:

Tarome Alford Eastern Connecticut State University

Presenters:

Oscar J. Colon SUNY-The College at New Paltz

Brenda R. Isaac SUNY-The College at New Paltz

Psyche A. Williams Western Connecticut State University

This program is designed to address the various assumptions that we as professionals of color are the "know-all's" of multiculturally diverse issues. Are we being hired for the actual job or are we being asked in a subtle manner to represent institutions addressing multicultural issues?

**85 Involving Faculty in Student Affairs Programs:
Creating a Purposeful Community****Thursday 10:30 am-11:45 am Caucus***Coordinating Presenter:**Dale R. Tampke University of Illinois at Urbana-Champaign
Presenter:**Carolyn J. Palmer Bowling Green State University*

Faculty interaction programs are a way Student Affairs creates purposeful educational communities. This session will explore the strategies, obstacles, and opportunities involved in developing programs designed to enhance informal interaction between faculty and undergraduates. The presenters represent Student Affairs and faculty viewpoints regarding these programs. Participants are encouraged to bring their own ideas and experiences to share.

86 Changing Student Populations: A Re-examination of Freshman Retention Efforts**Thursday 10:30 am-11:45 am Map***Coordinating Presenter:**Judith Kaufman Fairleigh Dickinson University**Presenter:**Robert McGrath Fairleigh Dickinson University*

Current studies indicate that students are undereducated and underprepared for college. Comprehensive data analysis suggests that the best predictors of withdrawal after the first year are grade point average and lack of choice of major. Questions are raised as to which students should be supported through college and what programs and strategies enable positive adjustment.

87 The "Communiversity": Blending a Local Community College and University**Thursday 10:30 am-11:45 am Georgetown East***Coordinating Presenter:**George Young Broward Community College**Presenters:**Emanuel Newsome Florida Atlantic University**Stephen Miller Florida Atlantic University*

The objective of this presentation is to create a seamless environment for students attending the local community college and university. This is being accomplished by the systematic blending of activities, resources, athletics, services, and personnel in a cohesive relationship eliminating waste and duplication.

88 Intercollegiate Leadership: A Cooperative Student Leadership Program**Thursday 10:30 am-11:45 am Georgetown West***Coordinating Presenter:**Robert McGonigle King's College**Presenters:**Sean Kelly Pennsylvania State University, Wilkes-Barre**Paul Adams Wilkes University*

This presentation will expose participants to a multi-institutional student leadership program conducted by five colleges/universities and a local community non-profit organization. The presentations include; how the leadership program benefitted students, involved political and business leaders, and more effectively utilized the resources of institutions. The discussion will include how these sometimes competing institutions worked together in developing this experience for students.

89 Educating Tomorrow's Student Personnel Administrator**Thursday 10:30 am-11:45 am Jefferson West***Coordinating Presenter:**Gregory Blimling Appalachian State University**Presenters:**John Welty Indiana University of Pennsylvania**Robert Rodgers Ohio State University**Frances Pearson Ohio University**Jeffery Cinnamon Indiana University of Pennsylvania*

This program examines the role of student personnel work and how preparatory programs should educate students for the practice of student personnel work (SPW) in the future. The issues to be considered in this presentation include the desirability of establishing a core curriculum for preparatory programs, the functions of SPW, the philosophy and purposes of SPW and the advantages and disadvantages of further specialization and certification.

90 Crisis Intervention Programs: Is Your Campus Prepared?**Thursday 10:30 am-11:45 am Lincoln East***Coordinating Presenter:**Beth H. Gansky Towson State University**Presenters:**Kenneth L. Thompson Towson State University**Dorothy Siegel Towson State University**Art Taguding Towson State University*

This workshop will assist participants with developing, assessing, and evaluating their individual campus intervention programs when faced with a crisis situation. The presenters will share a proven and tested system used in responding to a crisis that occurred during their freshman orientation program. A review of the current status of legislation and statistics involving campus crime from the Center of the Study and Prevention of Campus Violence will be presented.

**91 National Reports/Best Sellers on Higher Education:
Student Affairs Implications****Thursday 10:30 am-11:45 am Monroe West***Coordinating Presenter:**Dea Forney Western Illinois University*

This session will focus on responses to the recent reports (e.g., Boyer) and best sellers (e.g., Bloom) which have critiqued the state of higher education. Results of a study of presidents, chief academic officers, and chief student affairs officers will be presented, and participants will be encouraged to share their own perspectives and experiences.

Thursday

92 The Resurgence of Student Activism: A Professional Challenge

Thursday 10:30 am-11:45 am Monroe East
Coordinating Presenter:

Keith M. Miser Colorado State University
Presenter:

Patrick Brown University of Vermont
Changing student interests and values, coupled with a developing agenda of political issues and social concerns, have created a climate that is fostering a new era of student activism. This presentation will reflect on the period of activism of the 1960s and focus on how student affairs professionals can identify and fulfill the roles of educator and professional in today's setting.

93 Responding to the 90s: Diversifying the Role of Student Affairs

Thursday 10:30 am-11:45 am Military

Coordinating Presenter:
Jim Case American Graduate School for International Management

Presenters:
Lee Sverte St. Lawrence University
Kathy Sims The George Washington University
Our institutions will face a series of important challenges in the 1990s, as issues surrounding enrollment, retention, curriculum, outcomes assessment, fiscal accountability and population diversity become more immediate. This session will identify ways in which a student service program can respond to emerging institutional needs through activities which are quite distinct from our traditional direct service roles.

94 Ethical Management and Its Relationship to Fiscal and Administrative Responsibility

Thursday 10:30 am-11:45 am Hemisphere

Coordinating Presenter:
Carmen Buford University of New Hampshire
Presenter:

Marianna R. Grimes University of New Hampshire
The content of this program will consist of a presentation, including a case study, of the reorganization of the Division of Student Affairs at the University of New Hampshire by the central management team of the Division. This reorganization has enabled the Division to provide more qualitative, effective and efficient co-curricular learning experiences for undergraduates at the University during budget crisis.

95 Friends and Strangers: Increasing Student Contact Across Racial and Ethnic Differences

Thursday 10:30 am-11:45 am Thoroughbred

Coordinating Presenter:
Jon C. Dalton Florida State University
This program will report the findings of research efforts to identify the most significant ways in which students of differing racial and ethnic groups interact, communicate, and establish friendships. The presentation emphasizes the importance of establishing positive peer relations as an essential part of campus efforts toward education for diversity.

96 Golden Key National Honor Society Luncheon

Thursday 12:00 pm-1:15 pm Region III Suite

97 Writing for the NASPA Journal: An Introduction for New Authors

Thursday 12:00 pm-1:00 pm State

Coordinating Presenter:
Barbara E. Bender Rutgers University
Presenters:

Margaret Healy University of North Carolina at Greensboro
Doug Woodard University of Arizona
Sue Spooner University of Northern Colorado

This session is designed to acquaint those who are planning to submit manuscripts for publication in the NASPA Journal with the mission and function of the publication and to provide information to assist prospective authors with the preparation of their manuscripts. The importance of contributing to the professional literature for those working in student affairs will also be discussed.

98 Volunteers: Recruiting, Training, and Retaining

Thursday 12:00 pm-1:00 pm Chevy Chase

Coordinating Presenter:
Marsha Guenzler University of Maryland, College Park
Presenters:

Victoria Balenger University of Maryland, College Park
Deborah Gerrity University of Maryland, College Park
Susan Gerson University of Maryland, College Park
Eric Kobatsu University of Maryland, College Park
Marie Miville University of Maryland, College Park

The information on student volunteers that will be presented comes from research conducted at the University of Maryland, College Park which examined the relationship between incentives and volunteer interest. Results provide information on a variety of characteristics of students who showed interest in volunteering, including compensation, motivation, and leadership roles.

99 Investigative Study: Needs and Perceptions of Minority Nontraditional Students

Thursday 12:00 pm-1:00 pm Dupont

Coordinating Presenter:
Belinda L. Wyss University of Louisville
Presenter:

Linda Wilson University of Louisville
Minority nontraditional student issues have not been addressed in research in higher education. An interview survey was conducted and a subsequent needs survey was developed at a large urban/commuter institution. The results indicate that there is a difference between nontraditional and minority nontraditional students. Results and recommendations will be presented and discussion opportunities will be offered.

100 Graduate Preparation Course in Student Personnel**Administration: Relevance, Diversity, Reflection****Thursday 12:00 pm-1:00 pm Farragut***Coordinating Presenter:**Darla J. Twale**Auburn University*

Addressing the changing needs of student populations and meeting the demands of the future calls for an interactive teaching approach that meshes theory and research with practicality and relevance. Such an approach should address environmental press, student socialization, and problem solving through the diverse techniques of field-based exercises, speaker-practitioners, simulations, role play, case study, computer application, personal reflection, critique, and discussion.

101 Bulgarian Student Activism**Thursday 12:00 pm-1:00 pm Edison***Coordinating Presenter:**Arthur L. Casebeer**Southern Illinois University*

A taped interview with students and faculty from the University of Sofia will be shown. Students and faculty discuss the dynamics of their strike which helped topple the communist government. Discussion with the presenter, who spent a month in Bulgaria prior to the spring elections, will follow.

102 Commuters in Residence:**A Contradictory Congruence****Thursday 12:00 pm-1:00 pm Grant***Coordinating Presenter:**Robert M. Nicholson**University of Wisconsin - Stevens Point**Presenter:**Peter J. Armstrong**University of Wisconsin - Stevens Point*

This program will explore how a commuter room rental program in residence halls addresses the nature of the developmental needs and desires of the traditional age, commuter student population at a moderate-sized, small-town state university with an established residential program. The commuter room rental program is educationally sound, responsive to the "market," financially productive, and functions within the current operational resources, structures and programs.

103 Sexual Harassment Education: A Model Peer Program**Thursday 12:00 pm - 1:00 pm Conservatory***Coordinating Presenter:**Sarah B. Westfall**Carleton College**Presenters:**Bruce W. Colwell**Carleton College*

This session focuses on the sexual harassment education program at Carleton College. A three-part education program was developed, primarily by students, for use by RAs with their residents. The content of each of the three sessions, as well as the process of using student input and designing sessions that are facilitated by RAs will be discussed.

104 Using the SPPV for Establishing Measurable Goals for Accrediting Purposes**Thursday 12:00 pm-1:00 pm Caucus***Coordinating Presenter:**Robert D. Bradshaw**Austin College**Presenter:**William Seymour**Austin College*

This program will give participants an opportunity to examine the use of the 50th anniversary statement of the Student Personnel Point of View as a basis for developing measurable educational goals and objectives which satisfy both the purposes of student affairs and the requirements of accrediting agencies. Sharing of ideas by participants is required.

105 Enhanced Cultural Diversity:**A Model for Institutional Change****Thursday 12:00 pm-1:00 pm Map***Coordinating Presenter:**Suzanne E. Gordon**University of Arkansas*

Creating a climate of understanding requires planning and development of strategies to change what is, on many campuses, an inhospitable environment. Our purpose is to present an institutional model which supports cultural diversity. This model will be drawn from the efforts of five institutions. A framework upon which institutions may build their own programs to enhance cultural diversity and create a climate of understanding will also be provided.

106 Higher Education's Response to the Drug Free Amendments**Thursday 12:00 pm-1:00 pm Georgetown East***Coordinating Presenter:**Donald Gebring**University of Louisville**Presenters:**Ronald A. Key**University of Louisville**Vicki Guthrie**University of Louisville**David Parrott**University of Louisville**Christy Geraci**University of Louisville*

How is higher education responding to the requirements of the 1989 Amendments to the Drug Free Schools Act? Results from a nationwide survey will be presented, ideas and resources shared, and discussion will center on the perceived effectiveness of the law. Recommendations for student affairs administrators regarding policy formulation will be given.

107 Today's Unsung Heroes: Students Committed to Community Service**Thursday 12:00 pm-1:00 pm Georgetown West***Coordinating Presenter:**Karen S. Stewart**James Madison University**Presenter:**Susan A. Wescott**James Madison University*

Bowl-a-thons, marathons, soup kitchens, and highway clean-ups—just a few of the activities James Madison University students have been involved in this year. JMU's four residential areas sponsor projects serving the Harrisonburg community in different ways from raising thousands of dollars for the hospital to providing meals and services for the less fortunate. This program will provide suggestions for large-scale service projects.

Thursday

108 Combining Efforts: A New Approach to Leadership Programming for Credit

Thursday 12:00 pm-1:00 pm Monroe West
Coordinating Presenter:

Bill Haggard Florida State University

In this session a new approach to leadership programming for credit will be presented. The process for conceiving the idea will be discussed. The actors involved in the formation of this approach will present a description of a new leadership class which consists of a core curriculum component and several elective modules.

109 Diversity in Student Affairs Counselors — An Untapped Resource for the Classroom

Thursday 12:00 pm-1:00 pm Monroe East
Coordinating Presenter:

Andrew McKenzie Sussex County Community College

Presenters:

Susan Rafter Sussex County Community College
Deborah McFadden Sussex County Community College

This presentation will discuss a program that utilizes counselors at Sussex County Community College not only in the Counseling Center, but in the classroom teaching the student's first course in his/her college career (The Freshman Seminar). Through varied contact with students, counselors can bring an aspect of their professional expertise that might otherwise go unrecognized, rewarding the students with valuable insight in pursuit of their goals.

110 Diversity: Advocacy and Integration

Thursday 12:00 pm-1:00 pm Military
Coordinating Presenter:

Lynne M. Bejoian University of Southern California
Presenter:

Kathleen Bartle-Schulweis University of Southern California

One of the most difficult dilemmas facing student affairs professionals is how to meet the needs of students in "special" populations and still maintain an integrative student affairs model. The program will address the dichotomy resulting from the philosophical imperative that diversity is everyone's concern and the structural reality that needs are met in specialized offices. Individual and institutional strategies for effective and efficient implementation of support and/or change will be presented.

111 Classroom Environments: Avenues for Student Affairs - Academic Affairs Collaboration

Thursday 12:00 pm-1:00 pm Hemisphere
Coordinating Presenter:

Roger B. Winston, Jr. The University of Georgia
Presenter:

Mary Beth Vahala The University of Georgia

Effective institutions have integrative and collaborative relationships between academic and student affairs. This program presents a new instrument — College Classroom Environment Scales (CCES) — that has been designed to measure six dimensions of classroom environments. Results from studies using the CCES will be presented; audience members will be invited to join in discussions of ways to collaborate with instructors to improve learning environments.

112 Improving Small College Student Services through Administrative Department Reviews

Thursday 12:00 pm-1:00 pm Thoroughbred
Coordinating Presenter:

Steve Markwood Marietta College

This program will focus on an innovative evaluation-management technique which provides for external institutional accountability in small college student affairs departments. Of specific interest to chief student affairs officers, this program will address the growing need for educational accountability through a proven on-campus consultant/evaluation model for the periodic review of student affairs programs, policies, personnel, and practices.

113 NASPA Past Presidents Luncheon

Thursday 12:00 pm-1:30 pm Suite 9101

114 Case Studies in Controversy: Racial and Ethnic Understanding (Invited Program Session)

Thursday 1:30 pm-2:45 pm International East
Coordinating Presenter:

Marylu McEwen University of Maryland, College Park
Presenters:

Art Sandeen University of Florida
Moses Turner Michigan State University

A conflict between an African American student and a white student in a Michigan State University residence hall escalated to a point of probable violence requiring a mediation intervention. At the University of Florida, the charter of the new White Student Union expressed concerns about reverse discrimination and opposition to affirmative action policies. Multicultural awareness and understanding continues to be an area of concern for campuses. Case studies of each episode will be presented, and implications for practice will be discussed.

115 Government Regulation of Higher Education: The New Wave (Invited Program Session)

Thursday 1:30 pm-2:45 pm Lincoln East
Coordinating Presenter:

Sheldon E. Steinbach American Council on Education
The 1990s will probably witness significant growth in the scope and enforcement of federal regulation of higher education. The passage of the Americans with Disabilities Act and the implementation of the Drug-Free Schools and Communities Act are only the beginning. Will your institution be prepared?

116 A Fraternity Prospers Without Pledging - ZBT's 18 Month Experience

Thursday 1:30 pm-2:45 pm Cabinet
Coordinating Presenter:

James E. Greer, Jr. Zeta Beta Tau Fraternity
Presenter:

Ronald J. Taylor Zeta Beta Tau Fraternity
The motivation, technique and theoretical background for ZBT's innovative change to a non-pledging system, implemented in the Fall of 1989, will be presented. The presenters will discuss topics such as: rush, retention, alumni support, academics, and undergraduate morale after an 18 month experience. The new Brotherhood program which replaces pledging will also be detailed.

117 Gender and Empowerment in Campus Environments: By Default or Design?**Thursday 1:30 pm-4:15 pm State***Coordinating Presenter:**Patricia C. Harwood**Westhampton College, University of Richmond*

In coeducational institutions, the developmental and educational needs of female and male students have been homogenized for years. This session will focus on the need to avoid "gender-blindness." The advantages of intentional efforts to design empowering environments, particularly for women will be presented. Case studies, research, and existing programs will be shared to demonstrate the impact of campus culture on the development and achievement of women. The resulting impact on men's developmental and educational needs will be addressed.

118 Bigotry or National Security — The ROTC Question**Thursday 1:30 pm-4:15 pm Conservatory***Coordinating Presenter:**Robert (Bob) Gentry**University of California, Irvine**Presenters:**Edmund Peckham**California State University, Northridge**Chai Feldblum**American Civil Liberties Union*

Demands that a Washington University graduate pay back his ROTC scholarship because he is gay have focused national attention on higher education's tacit support of the military's gay and lesbian ban. This program will examine the merits of the position that these individuals are "unsuited" for military service.

119 Caring and Sharing: What Happens When People are Too Helpful?**Thursday 1:30 pm-4:15 pm Caucus***Coordinating Presenter:**Kym C. Smythe**Widener University**Presenter:**Kathryn A. Scholl**University of Dayton*

Caring, sharing, and other "positive" behaviors become damaging when taken to extremes. Co-dependency and dysfunctional behaviors are more prevalent than ever. Through discussion, lecture, and case studies this session will define and describe behaviors, review current literature and research, and strategize responses to co-dependency on campus. Learn more about co-dependency in your students and colleagues.

120 Redefining Student Leadership for the 1990s*This session also presented Wednesday at 7:30 pm.***Thursday 1:30 pm-2:45 pm Map***Coordinating Presenter:**Michael Ellis**University of Maryland at College Park**Presenter:**Martha Baer Wilmes**University of Maryland at College Park*

Current strategies for student leadership development must be modified and expanded if we are to effectively engage the more diverse student body of the 1990s. Focusing on students who live off campus, this program presents a comprehensive framework for developing leadership programs that are responsive to the needs of a diverse student population. Examples of programs based on these principles will be provided.

121 Campus Child Care Challenge, Or Whose Kids Are These Anyway?*Sponsored by Adult/Commuter Network***Thursday 1:30 pm-2:45 pm Georgetown East***Coordinating Presenter:**Carmen Witt**University of Wisconsin - Milwaukee**Presenters:**Pamla Boulton**University of Wisconsin - Milwaukee**S. Lavernn Wilson Southern Illinois University at Edwardsville*

Campus child care is essential for the attainment of age, gender, and ethnic diversity among students. Quality care, an imperative for university operated facilities, is costly and spurs demand. The challenges of funding, meeting service needs and maintaining quality will be addressed by presenters who themselves are long term center directors and leaders in the Coalition for Campus Child Care, Inc.

122 A Multi-Disciplinary Approach in the Dispensation of Sexual Assault Cases**Thursday 1:30 pm-4:15 pm Georgetown West***Coordinating Presenter:**J. Gregg Sanborn**University of New Hampshire**Presenters:**Eve Goodman**University of New Hampshire**Jane Stapleton**University of New Hampshire*

This program involves the creation of a campus rape protocol for the dispensation of sexual assault cases on campus. It will involve real case scenarios and role playing/discussion format, addressing victim needs, community safety, legal liability, publicity, administrative and academic issues. Scenarios will include stranger, date/acquaintance, and gang rape cases.

123 Reported Cases & Incidents Involving Racial, Sexual, & Other Harassments**Thursday 1:30 pm-2:45 pm Jefferson West***Coordinating Presenter: E. T. "Joe" Buchanan**Tidewater Community College Virginia Beach*

A discussion, based on a 30-page handout of all judicial cases reported in 1990, and all incidents involving racial, sexual, & other harassment reported in the Chronicle of Higher Education.

124 Implementing the ACE's "New Agenda of Women for Higher Education"*Sponsored by Women in Student Affairs Network***Thursday 1:30 pm-2:45 pm Jefferson East***Coordinating Presenter:**Joan Apple Lemoine**Western Connecticut State University**Presenters:**Glenda A. Belote**Florida International University**Donna L. Shavelik**American Council on Education**Carmen G. Neuberger**Dickinson College**Cathy Burack**University of Missouri at St. Louis*

The American Council on Education (ACE) has outlined a national agenda to address the future of women in the academy in the document The New Agenda of Women for Higher Education. In December 1989, the NASPA Board endorsed the ACE document. This program will present ideas for implementation at your institution, the role student affairs professionals can play, and the role women in higher education play in the implementation.

Thursday

125 The Culture of Student Affairs: A Study of Metaphors

Thursday 1:30 pm-2:45 pm Lincoln West

Coordinating Presenter:

Malcolm William Moss

Virginia Polytechnic Institute
and State University

Presenters:

Don G. Creamer

Virginia Polytechnic Institute
and State University

Tom Goodale

Virginia Polytechnic Institute
and State University

The program will demonstrate the value of metaphorical analysis to reveal student affairs organizational culture. Results of a recent study will be reported in the context of emerging research paradigms and practical applications for student affairs practitioners. Specific applications to the enhancement of student involvement and campus community will be discussed.

126 Reflections on Freshman Interventions:

Past, Present, and Future

Thursday 1:30 pm-2:45 pm Monroe West

Coordinating Presenter:

Edward F. D. Spencer

Virginia Polytechnic Institute
and State University

Presenters:

Norraine Bailey Spencer

Virginia Polytechnic Institute
and State University

Noreen McGuire

George Mason University

This program will review theories, findings, and implications for the future from three freshman intervention programs: 1) academic advising interventions, focusing on academic achievement, involvement, and developmental outcomes; 2) a residential program, fostering a sense of belonging, identity, satisfaction, and community among the participants; and 3) a success program for resident and commuter students, providing opportunities for academic support, development of student life, and community service.

127 A Critical Campus Need: Celebration of Diversity

Thursday 1:30 pm-2:45 pm Monroe East

Coordinating Presenter:

Dennis C. Golden

University of Louisville

Presenters:

John Gilderbloom

University of Louisville

Ralph Fitzpatrick

University of Louisville

This program provides an institutional case study model of how to CELEBRATE DIVERSITY on a campus-wide basis. Over thirty events in one week promoted mutual respect, tolerance, and appreciation of diversity. A diversity awareness component for orientation and a review of the curriculum for multicultural inclusion added to the University of Louisville commitment.

128 Student Affairs:

Reflections on an Addictive Profession

Thursday 1:30 pm-2:45 pm Military

Coordinating Presenter:

Timothy R. McMahon

The University of Iowa

Presenters:

Barbara A. Panzl

Whitman College

Celine M. Hartwig

The University of Iowa

Curt Kochner

Eastern Montana College

The concept of addiction has been used to describe individuals, organizations, and society. Many of the processes contained within the umbrella of addiction are prevalent within the student affairs profession. This presentation will introduce the concept of addiction, explore its relationship to student affairs, and suggest strategies that might help the profession and its members become more fully functioning.

129 Mediation:

An Educational Response to Resolving Conflicts

Thursday 1:30 pm-2:45 pm Hemisphere

Coordinating Presenter:

Evelyn Campbell

The Ohio State University

Presenters:

Merrily Dunn

The Ohio State University

Due to an increase in the number of conflicts resulting in violence on college and university campuses and an increasing tendency toward hate-related behaviors, student personnel professionals must find new methods for resolving disputes between and among students. Mediation is a conflict resolution technique which can effectively resolve conflicts in a developmentally and educationally sound manner.

130 Costs and Benefits of Research in Student Affairs Divisions

Sponsored by Research and Program Development Division

Thursday 1:30 pm-2:45 pm Thoroughbred

Coordinating Presenter:

Karl J. Beeler

University of Missouri - St. Louis

Presenters:

Elizabeth Griego

Samuel Merritt College

Gary Malaney

University of Massachusetts - Amherst

Linda Moxley

University of Texas - Arlington

Research, evaluation, and assessment are on the rise in student affairs divisions, but capital outlays for these activities still require clear justification. In this presentation, experts on student affairs research will discuss specific components of the research agenda, costs and expertise needed to conduct various types of research, and documented benefits (including cost savings) that accrue to student affairs organizations.

131 Major Speaker - Bernice Sandler

The Chilly Climate for Women – Times That Try Men's Souls
Thursday 3:00 pm-4:15 pm International Center
*Presiding: Flo Hamrick Wichita State University
 Joan Lemoine Western Connecticut State University*

Many people believe that the problems for women have been solved. Yet all of us – men and women alike, whether colleagues, supervisors or students – often inadvertently treat men and women differently in ways that affect women's self-confidence, participation and leadership. We will examine some of these behaviors such as humor, devaluation, and confusion of social and professional roles. *This Session has been supported by a grant from the National Interfraternity Conference.*

132 Improving Race Relations Via Student Skits

Thursday 3:00 pm-4:15 pm Chevy Chase

*Coordinating Presenter:
 C. Robert Ondorf Shippensburg University of Pennsylvania
 Presenters:
 Diane Jefferson Shippensburg University of Pennsylvania*
 Information on planning and implementing skits involving African-American and Caucasian students to enhance race relations and appreciation of cultural differences will be presented. Skit content preparation, rehearsal procedures, presentation methods, and evaluation will be discussed. African-American and Caucasian students who participated in the skits will be available to interact with individuals attending this session.

133 Reflections on Paraprofessionals' Roles in Providing Cost-effective Student Services

Thursday 3:00 pm-4:15 pm Dupont

*Coordinating Presenter:
 Donald L. Sanz Appalachian State University
 Presenters:
 Maribeth Ehasz-Sanz Appalachian State University
 Phil Whitner University of Toledo
 Dan Abrahamowicz University of Toledo*
 Student affairs professionals face a continuous challenge to provide quality services and developmental programs with limited or shrinking resources to an increasingly diverse student body. A panel of student affairs professionals from academic advising, career development, student activities, judicial systems and athlete support programs will discuss paraprofessional services in higher education. Special attention will be devoted to cost-effectiveness, ethics, evaluation and effect on retention.

134 Speak Out: Black Professionals on Predominantly White College Campuses

Thursday 3:00 pm-4:15 pm Map

*Coordinating Presenter:
 Cindy Long Porter University of Connecticut
 Presenters:
 Donna Nixon University of Connecticut
 Chika Nnamani Illinois State University
 Ken Saunders University of Michigan, Flint
 Jody Allen Keitt Virginia Commonwealth University*

As professionals at predominantly white institutions, Blacks often find themselves in challenging situations. Be it ethical decision making, finding social networks, dealing with racism among colleagues or having a supervisor who doesn't understand them; Blacks often feel isolated and unsupported. This panel of Black professionals will discuss their experiences and offer strategies for addressing these challenges.

135 A Commitment to Cultural Diversity in Student Orientation

This session also presented Wednesday at 7:30 pm

Thursday 3:00 pm-4:15 pm Hemisphere

*Coordinating Presenter:
 Lori Reesor University of Kansas
 Presenters:
 Sally Bryant University of Missouri - Kansas City
 Kathryn Kretschmer University of Kansas*
 Cultural diversity has become an important issue in higher education. This program will discuss how a large, predominantly white institution developed a videotape and diversity program that was presented to all incoming students and their parents or guests at summer orientation. The audience will actually participate in the program and view the videotape. Participants will also be encouraged to share their program ideas.

136 Teaching Ethics with Chief Student Affairs Officers

Thursday 3:00 pm-4:15 pm Jefferson West

*Coordinating Presenter:
 Robert (Bob) Rodgers The Ohio State University
 Presenter:
 Scott Rickard University of Maryland, Baltimore County*
 This program will describe and experientially illustrate the creation of materials for teaching ethics to chief student affairs officers. Using the works of Rest, Kohlberg, Belenky, et al., and Bebeau as guidelines, the types and frequencies of the real ethical issues faced by chief student affairs officers at various kinds of institutions and regional areas will be presented along with illustrative teaching materials.

Thursday

137 Student Protest: Are You Prepared for Déjà Vu?

Thursday 3:00 pm-4:15 pm Jefferson East

Coordinating Presenter:

Barbara E. Bender

Rutgers University

Presenters:

Jack Creedon

Rutgers University

Michele J. LeMoal

Dowling College

Recent campus protests suggest that student demonstrations and disruptions will continue in the 1990s. This program will present: (a) the results of a study which examined recent campus protests; (b) issues to consider when dealing with demonstrations and disruptions; (c) models/approaches which institutions might adapt in responding to student protests in the 90s.

138 Things They Didn't Tell Me Before I Became a Chief

Thursday 3:00 pm-4:15 pm Lincoln West

Coordinating Presenter:

Rosalind Andreas

University of Vermont

Presenters:

Gregory Blimling

Appalachian State University

Larry Roper

St. John Fisher College

This panel presentation reviews first year experiences of three first time Chief Student Affairs Officers representing three different institutions: a liberal arts college, a comprehensive college, and a land-grant university. Similarities experienced, insights gained and mistakes made will be shared. Presenters will answer "what it was really like" becoming a CSAO.

139 Development and Fundraising for Student Affairs: A Bright Horizon

Thursday 3:00 pm-4:15 pm Lincoln East

Coordinating Presenter:

Jim Hurst

University of Wyoming

Presenters:

Keith Miser

Colorado State University

Bud Thomas

University of Maryland, College Park

Christine Wilkinson

Arizona State University

A small survey of chief student affairs officers revealed two themes. First, most indicated an interest in fundraising, but did not know how to get started or were discouraged by responses from Development Offices. Second, programs produced significant increases in resources for student support activities. Institutions involved in fundraising/development will provide an experiential account from which others may learn.

140 Thinking About Students: Methods for Capturing Student Experiences for Reflection

Thursday 3:00 pm-4:15 pm Monroe West

Coordinating Presenter:

Karl L. Schilling

Miami University

Understanding students' experience of the institution is the foundation for developing effective student programs. Quantitative and qualitative approaches can yield information which will allow a snapshot of student life on campus to be developed. A number of imaginative, cost-effective approaches with sample results and suggestions for sharing outcomes to influence decision-making on campus will be presented.

141 Reflecting on Moral Maturity and Gender

Thursday 3:00 pm-4:15 pm Monroe East

Coordinating Presenter:

Debora Liddell

Auburn University

Presenters:

Glennelle Halpin

Auburn University

Gerald Halpin

Auburn University

Moral development theories have focused on the ethics of justice and care, and have been associated with men and women, respectively. In this presentation we will examine those two ethics (through an instrument entitled the Measure of Moral Orientation) as necessary components of moral maturity, and will examine the results and implications of a study on gender differences and moral voice.

142 Complying with NCAA/NAIA/NJCAA Regulations:

Implications for Student Affairs Administrators

Thursday 3:00 pm-4:15 pm Military

Coordinating Presenter:

David L. Meabon

Wichita State University

Presenter:

John H. Schub

Wichita State University

This workshop is designed to help student affairs administrators understand how the regulations of the NCAA apply to their areas of responsibility. Vignettes will be utilized to illustrate situations where NCAA regulations apply to student affairs practice. The workshop will conclude with principles for guiding student affairs staff in their decision-making concerning intercollegiate athletics.

143 Value Vision Voice Virtue: An Ethical Leadership

Development Model

Thursday 3:00 pm-4:15 pm Georgetown East

Coordinating Presenter:

Bill Grace

Seattle University

Presenters:

Larry Ebbers

Iowa State University

There are many leadership programs emerging nationwide. Many programs would benefit by a reconsideration of the question: leadership development, for what purpose? This session presents an ethical philosophical framework that will allow participants to evaluate or design a leadership program on their campus from a values-based perspective.

144 Building and Maintaining Perspective: Bridging Between New and Seasoned Professionals

Thursday 3:00 pm-4:15 pm Thoroughbred

Coordinating Presenter:

David G. Butler

University of Delaware

Presenter:

Lynne Sebille

University of Delaware

Developing the broadest possible perspective is vital in our field. The presentation will focus on a new perspective building technique which can be used to learn to see and understand from the shoes of others. New and seasoned professionals will explore, by means of case discussions, critical student affairs issues from varied perspectives.

145 Region I Business Meeting
Thursday 4:30 pm-5:30 pm *Caucus*

146 Region II Business Meeting
Thursday 4:30 pm-5:30 pm *Map*

147 Region III Business Meeting
Thursday 4:30 pm-5:30 pm *Conservatory*

148 Region IV-East Business Meeting
Thursday 4:30 pm-5:30 pm *Military*

149 Region IV-West Business Meeting
Thursday 4:30 pm-5:30 pm *Hemisphere*

150 Region V Business Meeting
Thursday 4:30 pm-5:30 pm *Thoroughbred*

151 Region VI Business Meeting
Thursday 4:30 pm-5:30 pm *Monroe East*

152 President's Reception and Network Fair
Thursday 5:30 pm-7:00 pm *International East*

153 Mentor Dinner - Convening of Groups
Thursday 7:00 pm-7:15 pm *Independence*

154 Macintosh Users Group
Thursday 7:00 pm-7:30 pm *Jackson*

155 Azusa Pacific University Reception
Thursday 7:00 pm-8:30 pm *Dupont*

156 University of South Carolina Reception
Thursday 7:00 pm-8:30 pm *Lincoln West*

157 University of Vermont - Alumni and Friends Reception
Thursday 7:00 pm-8:30 pm *Edison*

158 Texas A&M University Reception
Thursday 7:00 pm-8:30 pm *State*

158A Teacher's College at Columbia University Reception
Thursday 7:00 pm-8:30 pm *Cabinet*

159 University of Virginia Reception
Thursday 7:00 pm-8:30 pm *Conservatory*

160 SUNY - Stony Brook Alumni and Friends
Thursday 7:00 pm-8:30 pm *Grant*

161 Florida State University Reception
Thursday 7:00 pm-8:30 pm *Lincoln East*

162 Friends and Alumni of Miami University Reception
Thursday 7:00 pm-8:30 pm *Hamilton*

163 Indiana University Graduates, Students, and Friends
Thursday 7:00 pm-8:30 pm *Monroe West*

164 Friends and Alumni of Bowling Green State University
Thursday 7:00 pm-8:30 pm *Monroe East*

164A Friends and Alumni of University of Missouri - Columbia
Thursday 7:00 pm-8:30 pm *Region IV-West Suite*

165 Reception for Alumni of Ohio State University
Thursday 7:00 pm-8:30 pm *Map*

166 Iowa State University Reception
Thursday 7:00 pm-8:30 pm *Jefferson East*

167 Friends of University of Northern Colorado
Thursday 7:00 pm-8:30 pm *Georgetown East*

168 Michigan State University Reception
Thursday 7:00 pm-8:30 pm *Caucus*

169 Colorado State University Alumni and Friends Reception
Thursday 7:00 pm-8:30 pm *Georgetown West*

170 Oregon State University Alumni and Friends
Thursday 7:00 pm-8:30 pm *Region V Suite*

171 Plymouth State College Reception
Thursday 7:00 pm-8:30 pm *Jefferson West*

172 PASPA Social (Pennsylvania)
Thursday 7:00 pm-8:30 pm *Region II Suite*

173 Region II Reception
Thursday 9:00 pm-12:00 am *Region II Suite*

174 "The Capitol Steps"
Thursday 9:00 pm-10:30 pm *International Ballroom*

175 Kent State University Reception
Thursday 10:00 pm-12:00 am *Region IV-East Suite*

176 Aerobics
Friday 7:00 am-8:00 am *Conservatory*

177 Career Development & Professional Standards Division Meeting
Friday 7:00 am-8:00 am *Dupont*

178 Region II Chiefs Breakfast
Friday 7:00 am-8:15 am *Region II Suite*

179 Community College Network Business Meeting
Friday 7:00 am-8:30 am *Farragut*

180 Adult/Commuter Network Business Meeting
Friday 7:00 am-8:30 am *Edison*

181 NASPA Monograph Board Meeting
Friday 7:00 am-8:30 am *Hamilton*

182 Women CSAOs Breakfast
Friday 7:00 am-8:30 am *Cabinet*

183 Prayer Breakfast - Association for Christians in Student Development
Friday 7:00 am-8:30 am *Grant*

184 Region IV-West Chiefs Breakfast
Friday 7:30 am-8:30 am *Region IV-West Suite*

Friday

185 Region III Chiefs Breakfast

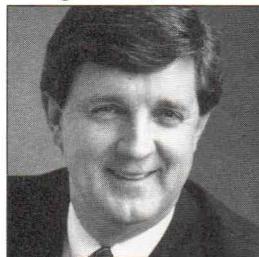
Friday 7:30 am-8:30 am Region III Suite

186 Region VI Chiefs Breakfast

Friday 7:30 am-9:00 am Region VI Suite

187 Major Speakers -

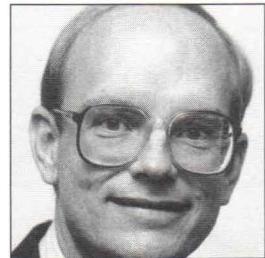
George Kuh, John Schuh, & Elizabeth Whitt



Lessons from Involving Colleges: Implications of the College Experiences Study

Friday 9:00 am-10:15 am International East

Presiding: Larry Ebbers Iowa State University



The speakers will present and discuss findings, conclusions, and

implications of the College Experiences Study, a study of 14 colleges and universities that provide high quality out-of-class experiences for undergraduate students. After a brief description of the research methods used, the presentation will focus on the roles of institutional policies and practices, cultures, environments, and administrators and faculty in facilitating educationally purposeful out-of-class activities.

The breakout sessions following this presentation will offer an opportunity to discuss ways in which findings from the College Experiences Study can be useful for other colleges and universities. Each session will include descriptions by administrators from Involving Colleges of ways in which their institutional missions influence the work of student affairs. Participants may choose one of three sessions: Metropolitan Universities, Small Residential Colleges (under 5000 students), or Large Residential Universities (5000 or more students).

188 Fraternity/Sorority Assessment:

A Tool for Quality Control in the 90s

Friday 9:00 am-10:15 am State

Coordinating Presenter:

Teresa M. Loser Rutgers University

Presenter:

George Jones Livingston College, Rutgers University

The educational role of the undergraduate fraternity/sorority is being challenged as to its relevance to the host institution. The presenters will discuss a practical and specific evaluation tool which incorporates the input of faculty, staff and students across the campus in bringing about positive change to the system. Handouts will be available.

188A Women of Color in Administration:

The "Double Whammy" Revisited

Friday 9:00 am-10:15 am Thoroughbred

Coordinating Presenter:

Sherri N. Coe-Perkins

State University of New York, College at Old Westbury

The meaning of combined gender-racial membership is explored to address key issues affecting leadership among women of color. With special focus on the African American woman administrator, participants of all cultural groups and both sexes will be invited through experiential activities to share personal, professional and institutional factors influencing the success of women of color administrators.

189 Initiations: Sanctioned Rites of Passage Rituals

Increase Involvement and Belonging

Friday 9:00 am-11:45 am Chevy Chase

Coordinating Presenter:

Edward R. Butler

Emporia State University

Anthropologists have documented the importance of rites of passage rituals for marking the successful passage from one position in society to another. It is proposed that colleges and universities utilize this knowledge and establish sanctioned, rigorous, initiation rituals for new students to increase the students' involvement and sense of belonging in their collegiate community.

190 Silence v. Dignity: Focusing on Gay/Lesbian Concerns Within Work Against Bigotry

Sponsored by the Gay, Lesbian and Bisexual Concerns Network

Friday 9:00 am-11:45 am Conservatory

Coordinating Presenter:

John E. Creeden

Rutgers, The State University of New Jersey

Presenters:

W. David Burns

Rutgers University

James D. Anderson

Rutgers University

Polly McLaughlin

Rutgers University - Newark

Cathy Charlton

Rutgers University

This special interest session will provide the opportunity for individuals working in university or college settings to improve the status of lesbian, gay and bisexual community members by focusing on what universities and colleges can do about the issue of discrimination and harassment on the basis of sexual orientation.

191 Developing an Institutional Response To Intolerant Behavior

Friday 9:00 am-10:15 am Caucus

Coordinating Presenter:

Robert C. DeWitt Pennsylvania State University, Beaver Campus

Presenters:

William W. Asbury

Pennsylvania State University

Patricia C. Peterson

Pennsylvania State University

Stan E. Latta

Pennsylvania State University

There has been an increase in intolerant behavior on college campuses. Incidents of racism, sexism, homophobia and others continue to plague institutions of higher learning. This program will discuss how a university can develop mechanisms that will enable it to react to unacceptable behavior. Other issues such as freedom of speech, parent involvement and actual programs designed to assist students to appreciate diversity will be discussed.

192 From Access to Acceptance: Higher Education's Responsibility Toward Students with Disabilities

Friday 9:00 am-11:45 am Map

Coordinating Presenter:

Kathleen McCarthy

The University of Rhode Island

Presenter:

Barbara Roberts

The University of Rhode Island

This session will discuss the myths, perceptions and bias that lead to the attitudinal barriers facing the college student with a disability. The discussion will focus on current issues, the development and effect of bias toward the student with a disability, national legislation, and positive steps which student affairs professionals can immediately take to establish an atmosphere of equity on the college campus.

193 Cultural Diversity Programming:

A Strategy for Success

Sponsored by the Network for Educational Equity and Ethnic Diversity

Friday 9:00 am-10:15 am Georgetown East

Coordinating Presenter:

Michele "Mitch" Kirsch

Indiana University

Presenter:

Joseph A. Pica

Indiana University

A multicultural society brings diversity, creativity, and energy, but also creates conflict and misunderstanding among diverse populations. This presentation will discuss one institution's response to the challenge of cultural diversity including the development of a Diversity Council, strategies for intervention and programming, and relationships with faculty and corporations that have resulted in successful diversity programs

194 Model for Campus-Based Rape Prevention Workshops

Friday 9:00 am-11:45 am Monroe West

Coordinating Presenter:

Marybeth Roden

Rape Treatment Center,

Santa Monica Hospital Medical Center

Strategies for developing and implementing rape awareness/prevention programs, including curriculum development; staff selection and training; techniques for facilitating discussions between male and female students; development of prevention programs for college men and strategies for engaging them in discussions; presentation of "Campus Rape," a prevention film starring Susan Dey and Corbin Bernsen; managing post-program disclosures from victims; and program administration.

195 Cultural Pro-Activism: Student Development for a Diversified Population

Friday 9:00 am-10:15 am Jefferson West

Coordinating Presenter:

Manny Newsome

Florida Atlantic University

Presenters:

Roger Pulliam

University of Wisconsin, Whitewater

Bruce LaVant

University of Toledo

Stephen Miller

Florida Atlantic University

The speakers will address multicultural strategies, programs, philosophies, and techniques implemented at predominantly white higher educational institutions. The campus community must achieve a greater appreciation for diversity as reflected in the present and future enrollment patterns. Our presentation will depict current student services, multicultural curriculum, informal interaction outside the classroom, staff development, and self esteem enhancement.

196 Strategic Planning for Small Colleges: A Student Affairs Perspective

Friday 9:00 am-10:15 am Jefferson East

Coordinating Presenter:

Carolyn J. Rants

Morningside College

Presenter:

Sharon Dendurent

Cornell College

This session is an opportunity for chief student affairs officers and those interested in planning issues at small colleges to discuss the planning process. Models for strategic planning will be presented. Two CSAOs will discuss their experiences with strategic planning. One college is in the beginning stages of implementing a new planning process while the other college has done strategic planning for ten years. Methods, problems, and results will be discussed.

197 A New Day for Honor Codes

Friday 9:00 am-10:15 am Lincoln West

Coordinating Presenter:

Gary Pavela

University of Maryland

Presenter:

Ernie Erm

University of Virginia

The University of Virginia has had an honor code for 150 years. The University of Maryland adopted a modified honor code in 1990. Other schools across the country are considering the honor code concept as a means to address academic dishonesty. What are the policy issues? Practical considerations? Risks and benefits?

Friday

198 Adapting to Career Change:

Surviving Through Self-Improvement

Sponsored by Career Development and Professional Standards Division

Friday 9:00 am-10:15 am Lincoln East

Coordinating Presenter:

Hazel J. Scott Cal Poly State University

Presenters:

Marsha Dickman Oklahoma State University

James Seals Oklahoma State University

James Bryan University of Scranton

The issues surrounding involuntary termination have been discussed by NASPA for two years and are viewed as important. Several approaches outlining the association's involvement have been suggested. The program will present the theoretical concepts related to career change, explore individual impact, discuss institutional responsibility, describe models for NASPA's intervention, and solicit membership input on future direction.

199 Student Government: Where are We Now?

Friday 9:00 am-10:15 am Monroe East

Coordinating Presenter:

W. Samuel Sadler The College of William and Mary

Presenter:

Marcia J. Levy University of Iowa

In the 60s and 70s, student participation in institutional decision-making developed in ways previously unknown in higher education. Similarly, student governments grew in scope and influence. This session presents the results of research undertaken in 1990 to analyze current trends and structure, organization, function and effectiveness of student governing bodies as perceived by chief student affairs officers and student government presidents.

200 Sexual Harassment: Reflections on the Effectiveness of a University Policy

Friday 9:00 am-10:15 am Military

Coordinating Presenter:

Gary Malaney University of Massachusetts at Amherst

Presenters:

Michael Shively University of Massachusetts at Amherst

Julie A. Lam University of Massachusetts at Amherst

Elizabeth Williams University of Massachusetts at Amherst

The effectiveness of college and university sexual harassment policies has not been adequately examined. Participants in this program will learn about the sexual harassment policy and grievance procedure at the University of Massachusetts at Amherst and be presented with evidence of the effectiveness of the policy and its accompanying educational program over a six-year period.

201 Redirection for Offices of Minority Affairs

Friday 9:00 am-10:15 am Hemisphere

Coordinating Presenter:

Thomas D. Myers Eastern Kentucky University

Presenters:

Skip Daugherty Eastern Kentucky University

Sandra Moore Eastern Kentucky University

A discussion of redirected efforts in universities and colleges having Offices of Minority Affairs. The panel of Vice President for Student Affairs, Dean for Student Services, and Director of Minority Affairs will discuss findings on organizational patterns, methods of determining efficient operation in view of time and personnel limitations. AASCU study will be discussed.

202 Follow-up Session on Metropolitan Universities

Friday 10:30 am-11:45 am Thoroughbred

Coordinating Presenter:

John Schub Wichita State University

Presenters:

Dennis Golden University of Louisville

Charles Lynch University of North Carolina - Charlotte

James Rhatigan Wichita State University

Elizabeth Whitt Iowa State University

Breakout Session: "Alternative Approaches to Involvement"

203 Follow-up Session on Small Residential Colleges

(under 5000 students)

Friday 10:30 am-11:45 am Lincoln East

Coordinating Presenter:

Carney Strange Bowling Green State University

Presenters:

Ruth Butwell Berea College

Thomas Crady Grinnell College

Shannon Ellis The Evergreen State College

Ann Harvey Xavier University

Sheila Murphy Mount Holyoke College

Lee Krebbiel Berea College

George D. Kub Indiana University

Breakout Session: "Alternative Approaches to Involvement"

204 Follow-up Session on Large Residential Universities

(over 5000 students)

Friday 10:30 am-11:45 am Lincoln West

Coordinating Presenter:

James Lyons Stanford University

Presenters:

Derrell Hart Miami University

Evan Marsh University of California, Davis

Norman Robinson Stanford University

Thomas Thielen Iowa State University

Rosalind Andreas University of Vermont

Kathy MacKay Indiana University

Breakout Session: "Alternative Approaches to Involvement"

**205 Case Studies in Controversy: Controversy Politicized
(Invited Program Session)**

Friday 10:30 am-11:45 am International East
Coordinating Presenter:
Dan Robinson Iowa State University

Presenters:
Ron Beer Oklahoma State University
Lyle Gohn University of Arkansas
Plans to present the film "The Last Temptation of Christ" at Oklahoma State University evoked many and varied responses. A gay student group chartered at the University of Arkansas faced support as well as opposition to its request for funding. Campus groups as well as groups normally not involved directly in such decisions played important roles in each event. Case studies of each episode will be presented, and implications for practice will be discussed.

**206 Visions: Leadership for the 90s
(Invited Program Session)**

Friday 10:30 am-11:45 am Jefferson West
Coordinating Presenter:
David J. Markee Northern Arizona University
Presenters:
Saundra L. Taylor Western Washington University
Kathleen E. Allen Mount St. Mary's College
Eileen Coughlin Northern Arizona University
Penny Wills Portland Community College
The faculty for the first Institute for Mid-level Professionals will share information related to the institute's program and the institute's impact on participants. Views related to the impact of the institute as reflected through the evaluations and the institute's relationship to assisting people assess their role in the profession and NASPA in the 90s will be discussed.

207 Reauthorization 1991: The Impact on Students and Institutions (Invited Program Session)

Friday 10:30 am-11:45 am Jefferson East
Coordinating Presenter:
Larry H. Dietz University of Missouri-Kansas City
Presenter:
Marie A. Bennett Dow, Lohnes, and Albertson
Every five years Congress examines the financial aid programs supporting most of our students making changes in the eligibility criteria, delivery and program requirements. This process, reauthorization, will take place in 1991. This session will examine the potential impact upon students and the institutional management challenges brought on by this potential change.

208 Reflections on Diversity

Friday 10:30 am-11:45 am State

Coordinating Presenter:
Christine E. Phelps The University of Arizona

Presenter:
Tony Chambers The University of Iowa

A critical role for student affairs professionals in the future of higher education will be not only to manage issues of diversity on our campuses, but also to model appropriate behaviors. The need for increased awareness of diversity issues in our student affairs programs will be the primary focus of "Reflections on Diversity." The program will include an awareness exercise, discussion, and a proposed course model to be used in a student affairs program.

209 Non-traditional Students at Decentralized Locations — Innovations in Student Affairs

Friday 10:30 am-11:45 am Dupont

Coordinating Presenter:
Carolyn R. Bair National-Louis University

Presenter:
Constance Webster National-Louis University

As colleges and universities move toward establishing multiple campuses and academic centers, the question is often asked: "Are traditional student affairs programs really necessary?" Participants will be presented with a model in which traditional student affairs functions have been redesigned to meet developmental needs of adult students in nontraditional settings. Organizational structure, needs assessment and evaluation will also be discussed.

211 Diversity Among Us: Acknowledging Women of Color

Sponsored by Women in Student Affairs Network

Friday 10:30 am-11:45 am Military

Coordinating Presenter:
Theresa Powell Western Michigan University

Presenter:
Lynne Bejoian University of Southern California

The purpose of this session is to discover the struggles and realities which women of color face within student affairs. A panel of women student affairs administrators from diverse ethnic and racial backgrounds, representing a variety of institutions and levels of leadership, will discuss the issues facing them. Discussion will involve personal and professional experiences, attitudes and perceptions, and potential strategies for addressing the conflict and challenges.

212 A Framework for Student Affairs in the Church-Related College

Friday 10:30 am-11:45 am Georgetown East

Coordinating Presenter:
Dennis H. Stull Alderson-Broaddus College

The presentation of a theological/ethical framework which can aid student affairs professionals in reflecting on and addressing the issues of purpose, moral learning, and the balance of freedom and accountability in the church-related college.

Friday

213 A Profile of Student Personnel Master's Students:

Research and Reactions

Friday 10:30 am-11:45 am Georgetown West

Coordinating Presenter:

Dea Forney Western Illinois University

Presenters:

Judy Rogers Miami University

Linda Gast University of Maryland at College Park

Wallace Eddy Dickinson College

Rory Slater Western Illinois University

A presentation of results from a national sample of student personnel master's students which gathered information about demographics; attitudes toward preparation, the field and aspects of the undergraduate experience; and learning styles. The panel will discuss reactions/implications for preparation and practice.

214 "Hate Behaviors": Creating Appropriate Response Systems

Friday 10:30 am-11:45 am Monroe East

Coordinating Presenter:

Sandra K. Schuster The Ohio State University

Presenters:

Dennis E. Gregory Wake Forest University

Richard A. Hollingsworth The Ohio State University

The increase of "hate behaviors" on campuses pose significant dilemmas for institutional constituencies. Campus leaders must respond to values, as well as behaviors, while considering the needs of target groups and First Amendment protections. Multiple responses tailored and systematically applied to each campus are needed. This program describes the problem and suggests model responses.

215 Improving Sportsmanship/Crowd Behavior at Major Varsity Sports Events

Friday 10:30 am-11:45 am Caucus

Coordinating Presenter:

Dorman G. Stout East Tennessee State University

Presenters:

Sullivan A. Welborne, Jr. North Carolina A&T State University

Charles M. "Rocky" Renneisen The University of Tennessee at Chattanooga

Robert G. LaLance, Jr. Middle Tennessee State University
Sportsmanship and crowd control at varsity athletic events: officials from four campuses will describe problem cases as well as prevention efforts, and suggest the need for NASPA endorsed guidelines. A significant portion of the time will be reserved for discussion with a focus toward a proactive posture for student affairs professionals.

216 Acquaintance Rape Prevention Programming for Males: A Theoretical Rationale

Friday 10:30 am-11:45 am Hemisphere

Coordinating Presenter:

Bill Haggard Florida State University

Examined in this session will be the Feminist Theory of Rape and its implications for theory-based acquaintance rape prevention programming targeted at traditional age male college students. Findings of recent studies and their relationship to Feminist Theory of Rape will be discussed. Discussion will also include specific theoretically-based programming strategies designed for male audiences.

217 Awards Luncheon

Friday 12:00 pm-1:30 pm International Center

218 Developing and Recruiting the Entry Level Professional of Tomorrow

Friday 12:00 pm-1:00 pm State

Coordinating Presenter:

Micah Engber University of Southern Maine

Presenter:

Helen Gorgas University of Southern Maine

The nature of the job seeking entry level professional has changed. Locating qualified candidates interested in filling entry level student affairs positions has, at times, become quite difficult. One solution might be to develop programs identifying undergraduates who, upon completion of their baccalaureate degrees, fill these positions. This idea break discusses ethical and programmatic questions regarding these recruiting strategies.

220 Focus on Ethics & Values — A Unique Freshman Mentor Program

Friday 12:00 pm-1:00 pm Dupont

Coordinating Presenter:

Alice Sivilich Duquesne University

Student Life staff members challenge small groups of freshmen to reflect on personal values and ethical commitments in Duquesne University's Freshman Mentor Program by discussing key issues of ethical decision making, sexual responsibility, toleration of ethnic and racial diversity, and global issues of justice and peace. The development and implementation of the program will be shared along with supporting materials.

221 Parents Matter! The Benefits of Informed and Involved Parents

Friday 12:00 pm-1:00 pm Edison

Coordinating Presenter:

Kriss Fillbach College of William and Mary

Presenter:

Steve Bisese College of William and Mary

The presenters, with the help of "homemade" video-taped case studies, will discuss proactive approaches to parental involvement in student affairs. The session will include a review of efforts to involve parents at the College of William and Mary as well as a synopsis of pertinent programs at other institutions.

222 Eastern Michigan University's King-Chavez-Parks College Days Program

Friday 12:00 pm-1:00 pm Farragut

Coordinating Presenter:

Lynette Findley Eastern Michigan University

The King-Chavez-Parks Programs are summer residential programs for "high-risk" students in grades 8-11. Each component of the program progressively orients students to college life, helps build self-esteem and motivation and exposes them to a variety of career options. Students are provided with an academic contract which stipulates that they must maintain at least a 2.0 grade point average (and show improvement each year) and 90% attendance in order to return each summer to the program.

223 Providing Student Services for High Ability Students at Public Institutions

Friday 12:00 pm-1:00 pm Grant

Coordinating Presenter:

Karen Aldred Card

The Ohio State University

As state institutions strive to meet the public's demand for excellence and quality, many institutions have developed honors programs. Student Affairs is asked to provide services to a increasing numbers of high ability students. Participants will examine characteristics of high ability students, how student services can be effectively provided for these students, and institutional implications of honors programs.

224 Sexual Assault Programming

Friday 12:00 pm-1:00 pm Independence

Coordinating Presenter:

Rebecca K. Carr

Southern Illinois University at Edwardsville

This session will demonstrate how universities with limited financial resources for sexual assault programming can effectively heighten awareness on campuses. Approximately 3500 individuals were impacted at Southern Illinois University at Edwardsville with a nominal expense to the originating units. This idea lends itself to creative alteration by any university.

225 Child Care: An Institutional Agenda for the 90s

Friday 12:00 pm-1:00 pm Conservatory

Coordinating Presenter:

Brenton H. Steele

University of New Orleans

Presenter:

Jeanie Rhoades

University of New Orleans

In the next decade we can expect child care to be brought to the "front burner" in higher education, particularly with Federal and State legislation pending. This session will focus on the importance, value and obstacles to developing a comprehensive child care facility and program, and review justification for inclusion in student affairs.

226 Student Employment as Student Development: A Neglected Opportunity

Friday 12:00 pm-1:00 pm Caucus

Coordinating Presenter:

Deborah J. Taub

University of Maryland at College Park

Presenter:

Jennifer Shimer Piper

University of Maryland at College Park

Working one's way through college has become the rule rather than the exception. Yet, our profession has neglected the developmental potential of this significant part of students' lives. Focusing on on-campus employment, presenters will explore how to help students get the most out of this developmentally powerful experience and how to work as advocates for on-campus employment through training, support, and institutional policy.

227 Finger on the Pulse: A Divisional Research and Assessment Plan

Friday 12:00 pm-1:00 pm Map

Coordinating Presenter:

Rita Moser

Presenters

Roberta Christie

Florida State University

Florida State University

This program will discuss Florida State University's plan that encourages and rewards research and assessment efforts, that provides a mechanism to make use of data in administrative decision making and a means of communicating assessment and research results throughout the university. Presenters will share the division's statement of goals, survey instruments, and report of findings.

228 Judicial Systems: From the Supreme Court to the Student Court

Friday 12:00 pm-1:00 pm Monroe West

Coordinating Presenter:

Sophie Wisniewski

The College of Wooster

A discussion session designed to explore the increasing utilization of judicial systems to resolve conflicts between individuals and groups. Participants are encouraged to share educational programs or judicial system models/policies which affirm the rights and dignity of those interacting with the system while maintaining a sense of values and order for the campus, i.e., mediation programs or use of advocates in hearings.

229 An Educational Response to Hate-Related Behavior on Campus

Friday 12:00 pm-1:00 pm Military

Coordinating Presenter:

Evelyn Campbell

Ohio State University

Presenter:

Merrily Dunn

Ohio State University

When a group of students engage in hate-related behavior directed towards an identifiable student or group of students, an Oppression Awareness Workshop followed by a Mediation Session between the conflicting parties can provide a developmentally and educationally sound response.

230 Reflecting Student Opinions Using Computer-Assisted Telephone Interviewing

Friday 12:00 pm-1:00 pm Hemisphere

Coordinating Presenter:

Gary D. Malaney

University of Massachusetts at Amherst

Presenters:

Julie Lam

University of Massachusetts at Amherst

Elizabeth A. Williams

University of Massachusetts at Amherst

The presenters will discuss Project Pulse, a weekly telephone opinion poll at the University of Massachusetts at Amherst. The polling service provides weekly student feedback on any issue of concern to student affairs administrators. The entire survey process will be discussed, from the initial selection of research topics to the dissemination of information and how it is used in decision-making and planning.

Friday

231 Featured Panel Discussion: Readying Our Campuses for Controversy (Invited Program Session)

Friday 1:45 pm-3:30 pm International East

Coordinating Presenter:

M. Lee Upcraft

Pennsylvania State University

Presenters:

Amy Goldstein

Washington Post

Gary Pavela

University of Maryland, College Park

John Welty

Indiana University of Pennsylvania

This featured panel discussion will culminate a series of three conference programs in which student affairs practitioners review case studies of recent controversial incidents on their campuses. The panel will analyze campus controversy from developmental, environmental, societal, institutional, and legal perspectives. The panel will also discuss how institutions should manage controversies in ways that affirm the constitutional rights of participants, as well as maintain an orderly educational environment.

232 "RisQue Business" (Invited Program Session)

Friday 1:45 pm-3:00 pm International West

Coordinating Presenter:

Patti Tomanio

University of South Carolina

Presenters:

John Lowery

University of South Carolina

George Altman

University of South Carolina

Sharyn Greene

University of South Carolina

Renee Martin

University of South Carolina

Bubba Smith

University of South Carolina

This program is an original live theatrical performance developed by the USC Office of Alcohol & Drug Programs with a FIPSE grant. Topics addressed include: drinking and driving, acquaintance rape, underage drinking, cocaine, marijuana, suicide, eating disorders, steroid use, AIDS, and dealing with a troubled friend. It is well-received by student audiences due to its use of drama, humor, and music. "RisQue Business" has played over 40 dates at colleges and conferences nationwide. Since the program is geared to students, the language may be sensitive to some.

232A The Carnegie Report on Campus Life — Vehicle for Environmental Intervention

Friday 1:45 pm-3:00 pm Cabinet

Coordinating Presenter:

Jim Hurst

University of Wyoming

Presenters:

Ernest Ern

University of Virginia

Jerard Moseley

University of Oregon

Donna McKinley

University of Michigan- Dearborn

Ernest Boyer keynoted the 1990 NASPA Convention with the Carnegie Foundation special report on Campus Life: In Search of Community. The report identifies six principles for healthy and constructive campus communities. Boyer's remarks contain an implicit call to action. Presenters will describe efforts to use these six principles to enhance community on their campuses.

233 Self-Esteem Among Counseling Center Staff Persons

Friday 1:45 pm-3:00 pm State

Coordinating Presenter:

Howard R. Busby

Gallaudet University

Presenters:

Kathleen Peoples

Gallaudet University

Carolyn Corbett

Gallaudet University

Emily Smith Rappold

Gallaudet University

An exploration of the effects of perceived lower status of professional staff in Counseling Centers on work identity, self-esteem, and research productivity. Participants may better address issues of morale, staffing, and compensation schedules for student personnel workers. This relates to issues of self-esteem in Student Affairs.

234 An Experiment in Linkages: A Sister College

Approach

Friday 1:45 pm-3:00 pm Chevy Chase

Coordinating Presenter:

Deborah A. Garrett

Mohave Community College

Presenters:

Charles W. Hall

Mohave Community College

Robert Evans

Colorado Mountain College

Robert Spuhler

Colorado Mountain College

Two colleges with similar organizations, service areas, and programs share with the participants not only how to make successful connections between Student and Academic Services but also how to make connections between two colleges. Linkages have been established to: encourage faculty and staff exchanges; share leadership, vision, and planning; and increase services to students.

235 "1 in 10": Assisting Gay, Lesbian, and Bisexual Students on Campus

Friday 1:45 pm-3:00 pm Conservatory

Coordinating Presenter:

Shawn-Eric Brooks

University of California at Los Angeles

How can we challenge our student and staff population to become aware of our gay, lesbian, and bisexual students? This program will provide a model for structuring effective gay awareness programs for staff and students. Examples from training programs involving fraternity and sorority leaders, residence hall staff members, minority student leaders, and campus leadership training programs will be discussed. Various experiential exercises will be introduced and evaluated, and an information packet will be distributed.

236 Assessing the Campus Environment to Respond Effectively to Activism

Friday 1:45 pm-3:00 pm Caucus

Coordinating Presenter:

William Weitzer

Wesleyan University

Presenter:

James Banning

Colorado State University

Our presentation examines a campus' response to student activism in three domains— setting policy, enacting procedures, and providing information. Actions in response to activism will differ on each campus due to environmental influences (external, internal, and leadership style). The presenters will describe procedures for assessing the environment for relevant information in the development of policy, procedures and educational information.

237 Sexual Behavior, Coercion and Victimization of Students: Appropriate Institution Responses

Friday 1:45 pm-3:00 pm Map

Coordinating Presenter:

Edward G. Whipple

Eastern Montana College

Presenter:

John L. Baier

The University of Alabama

This session will focus on a recent study of university students' past and present level of sexual activity and the degree to which they have been victims of sexual coercion and assault, both before and since entering college. Discussion will center on appropriate intervention techniques, drawn from the data, for student affairs administrators.

238 Outcome Assessment: The Relationship Between General Education and Development

Friday 1:45 pm-3:00 pm Military

Coordinating Presenter:

Donald R. Fulton

Saint Louis University

Presenter:

Susan E. Spooner

University of Northern Colorado

A two-year, longitudinal study using subjects experiencing their first and second years at a large, public university was conducted. Findings presented will include changes in general education outcomes, changes in developmental outcomes and the relationship between the two.

239 Behead or Befriend: Examining the Greek Coin from Both Sides

Friday 1:45 pm-3:00 pm Thoroughbred

Coordinating Presenter:

Charlotte Jacobsen Weddle

Bucknell University

Presenters:

Alice Drum

Franklin & Marshall College

William V. Larkin

Widener University

William Thomas

University of Maryland - College Park

Seasoned chief student affairs officers examine diverse institutional responses and relationships to Greek organizations and their actual and potential contribution to the social-residential community. Contrasting institutional approaches are described including total de-recognition of the Greek system, major restructuring and increased control, and Greek expansion. Panelists integrate philosophical, developmental, and educational considerations, pragmatic and legal concerns, and inherent values conflicts.

240 The Impact of Technological Change on Student Affairs

Friday 1:45 pm-3:00 pm Georgetown East

Coordinating Presenter:

Harold D. Goldsmith

Old Dominion University

This program will focus on the impact of technology on higher education and student affairs. The traditional technology in higher education created the idea of "campus" and the context in which student affairs developed. The new technologies offer both opportunities and problems for the future of our profession. Scenarios will be used as a means to involve participants in the discussion.

241 Beyond "thirtysomething": Developmental issues facing mature new administrators

Friday 1:45 pm-3:00 pm Georgetown West

Coordinating Presenter:

Sherri N. Coe-Perkins

State University of New York

Presenter:

Ronald R. Brown

State University of New York

Being the "new kid on the block" has special meaning for new administrators who are mature and experienced in other student affairs roles. This session focuses on the unique challenges confronting these administrators and provides an "administrative empowerment" model, characterized by developmental stages, to enhance the administrative effectiveness of these administrators. Issues of race and gender are also considered.

242 New Professionals:

How Competent Do They Think They Are?

Sponsored by the New Professionals Network

Friday 1:45 pm-3:00 pm Jefferson East

Coordinating Presenter:

Barbara Jones

Ball State University

Presenters:

Randy Hyman

Ball State University

Kathleen Underhill Henry

Mankato State University

Previous research has indicated a difference of perception concerning competence between graduate faculty and practitioners who hire and supervise recent graduates. This session will explore the perceptions of recent graduates concerning their competence as entry-level professionals in student affairs. Discussion will focus on any discrepancies between the training received in preparation programs and the expectations of the entry-level position and how supervisors of entry-level professionals may help new professionals acquire competencies on the job.

243 Customer Service: A Question of Leadership and Approach

Friday 1:45 pm-3:00 pm Jefferson West

Coordinating Presenter:

Russell B. Wright

Eastern Michigan University

Presenter:

Deborah Proffitt Yost

Eastern Michigan University

The concept of customer service for students is a critical approach virtually unknown or unrecognized in the field of higher education. Customer service as a focusing strategy transcends all cultural and classification boundaries and encompasses all facets of higher education's goal - to serve students both fundamentally and developmentally. The philosophy and application of customer service as it relates to higher education will be explored.

Friday

244 How Not to Write a Campus Cultural Diversity Action Plan

Sponsored by the Network for Education, Equity and Ethnic Diversity

Friday 1:45 pm-3:00 pm Lincoln East

Coordinating Presenter:

Dean L. Bresciani University of Arizona

Presenter:

Lois Flagstad-Kramer University of Northern Colorado

Responding to various influences, many institutions have developed or are in the process of developing cultural diversity action plans. Disappointingly, even under the best intentioned circumstances meaningful plans seem scarce. We will challenge you to aggressively evaluate several "typical" approaches, identifying and analyzing their pitfalls. A number of provocative options will be advanced and your active participation/reactions will be encouraged.

245 The First Amendment and Public Higher Education:

A Case Study

Sponsored by the Gay, Lesbian and Bi-Sexual Concerns Network

Friday 1:45 pm-3:00 pm Lincoln West

Coordinating Presenter:

Herbert L. Lunday Southwest Missouri State University

Presenter:

Bethany S. Oberst Southwest Missouri State University

Southwest Missouri State University's production of The Normal Heart, Larry Kramer's play about the early years of the AIDS crisis, provoked a local state legislator to attempt to cut off funding for the institution unless the play was cancelled. Out of the conflict came valuable lessons for the students, faculty, administrators and the taxpayers themselves.

247 Are Student-Athletes Victims of Chilly Climate Issues?

Implications for Practice

Friday 1:45 pm-3:00 pm Monroe West

Coordinating Presenter:

Catherine McHugh Engstrom Virginia Polytechnic Institute and State University

Presenters:

William E. Sedlacek University of Maryland, College Park

Javaune Adams-Gaston University of Maryland, College Park

A review of some research studies conducted at the University of Maryland at College Park related to the experiences and expectations for student-athletes will be shared along with the implications of these findings for their academic and interpersonal success. Strategies and recommendations for training, programming, orientation, and advising offered by this campus and others to support student-athletes will also be discussed.

248 Men, Women, and Moral Development:

Accounting for our Differences

Hardee Dissertation of the Year Award

Friday 3:15 pm-4:30 pm State

Coordinating Presenter:

Debora Lynn Liddell Auburn University

Do women and men differ in their moral voices? If so, what accounts for those differences? By integrating the theories of Kohlberg and Gilligan for the first time in a paper-and-pencil instrument, the researcher developed and validated the Measure of Moral Orientation, and examined the relationships among gender, the ethics of care and justice, self-descriptions, and preferences for thinking/feeling.

249 The New Era of Spirituality on College Campuses

Friday 3:15 pm-4:30 pm Chevy Chase

Coordinating Presenter:

D'Lisa Stanley Seattle Pacific University

Presenters:

Les Parrott Seattle Pacific University

Leslie Parrott Seattle Pacific University

Steve Moore Seattle Pacific University

On college campuses the notion of spirituality has faded into the background as technology and scientific pursuit have steadily increased. The presentation will provide an unbiased environment for investigating the use and abuse of spirituality on college campuses. Through brief lecture and discussion we will explore the role of student personnel professionals in providing opportunities for students to critically analyze spiritual perspectives.

250 Reflecting Personal and Institutional Values:

Strategies for New Professionals

Sponsored by the New Professionals Network

Friday 3:15 pm-4:30 pm Thoroughbred

Coordinating Presenter:

Gardiner L. Tucker, Jr. Plymouth State College

Presenter:

Eileen Sullivan Babson College

The new professional is challenged by the diversity of values encountered in personal examination and institutional comparison. The development of the new professional is contingent upon negotiation between values from past experience and current career position. This workshop will provide an assessment of personal and institutional values and will lead participants to goal-setting strategies which create professional stability.

251 The UR Sextet: Addressing Issues of Sexually

Transmitted Disease

Friday 3:15 pm-4:30 pm Caucus

Coordinating Presenter:

Leonard S. Goldberg University of Richmond

Presenters:

Warren Hopkins University of Richmond

Beverly Binston University of Richmond

The challenge: How to address issues of sexually transmitted disease in such a way that students adopt more responsible behavior patterns? This program describes how the University of Richmond developed a peer sexuality group which uses several vignettes to convey messages of responsible sexual behavior. A group of UR students will present the vignettes.

252 Renewal from Within: A Systematic Program for Departmental Evaluation

Friday 3:15 pm-4:30 pm Georgetown East
 Coordinating Presenter:
 Jeremy Stringer Seattle University
 Presenters:
 Diane L. Jamieson Seattle University
 Erin D. Swezey Loyola College in Maryland
 Sue Weitz Gonzaga University

This program will address the issue of departmental evaluation by presenting a model for systematic yet creative departmental review. Aspects covered in the program will include: how to design a department review process to help staff update programs, think creatively about their services, and establish an atmosphere supportive of innovation. Several strategies for measuring overall quality will be discussed.

253 The Art of War: Ancient Answers to Contemporary Administrative Issues

Friday 3:15 pm-4:30 pm Georgetown West
 Coordinating Presenter:
 Norleen K. Pomerantz Northern Kentucky University
 Sun Tzu's Art of War, written 2500 years ago, offers wisdom for contemporary line administrators who deal with recalcitrant staff and compete with colleagues for limited resources. At times, work is more like war than diplomacy. Tzu's precepts will be discussed with relevant contemporary scenarios.

254 Education Model for Managing Bias Incidents in Residence Halls

Friday 3:15 pm-4:30 pm Jefferson West
 Coordinating Presenter:
 Stayton A. Wood Rutgers College
 Presenters:
 Cheryl Clarke Rutgers College
 George Ganges Rutgers College
 Berni Calkins Rutgers College
 The session will include an overview of the University's concern for anticipating, preventing, and managing bias incidents, demonstration of the model, case presentation, and strategy-sharing among participants.

255 A Case Study for Small Colleges: Strategies for Integrated Involvement

Friday 3:15 pm-4:30 pm Jefferson East
 Coordinating Presenter:
 Charlotte Jacobsen Weddle Bucknell University
 Presenters:
 Edward Dadez Bucknell University
 Kari Kuehl Bucknell University
 Mary Dorsey Bucknell University

The challenge to increase student involvement is a nationwide phenomenon. Bucknell has developed supportive structures of administrative leadership, faculty involvement, student motivation, and collective goals to contribute to a healthy and involved student population. Although the developmental programs are young, some innovative strategies will be shared that have been facilitated with the cooperative efforts of all university constituencies.

256 Who Slices the Pie? Student Affairs and University Resources

Friday 3:15 pm-4:30 pm Lincoln East
 Coordinating Presenter:
 Kristine E. Dillon University of Southern California
 Presenter:
 John R. Curry University of Southern California
 Complex organizations reflect their priorities through the allocation of resources. The parade of competing priorities that passes before university decision makers is one in which student affairs often feels out of step and under-rehearsed. This session will help participants examine the planning process that leads to resource allocation decisions, from both the student affairs and the university budget allocation perspectives.

257 Valuing Diversity — A Model for Staff, Faculty, and Student Training

Friday 3:15 pm-4:30 pm Monroe West
 Coordinating Presenter:
 M. Jean Hernandez University of Washington
 Presenter:
 Michele M. Hardesty University of Washington
 A presentation on key elements of the creation and implementation of the University of Washington's successful diversity training program for Student Affairs staff members. Modified versions of the workshop have been presented to the president and his executive staff, students, and faculty members. Discussion will include training and utilizing staff members as facilitators, video-tape previews, evaluations, follow-up programming and future goals.

258 Leadership Scholarship: Meeting the Higher Education Challenge

Friday 3:15 pm-4:30 pm Monroe East
 Coordinating Presenter:
 Gail S. Rooney Briar Cliff College
 Presenter:
 Donna Gilligan Career Tracks, Boulder, Colorado
 Leadership development is critical to the successful scholar of the 90s. Briar Cliff College has created a 4-year leadership scholarship program that is developmental and comprehensive. The program includes mentoring, career development, community service, campus involvement and training. Outcomes have included increased student participation, higher student morale, development of leadership attitudes, values and skills, and an enhanced sense of community.

259 Lenses in the Global Telescope: Thinking Skills for Cross-Cultural Understanding

Friday 3:15 pm-4:30 pm Military
 Coordinating Presenter:
 Jane Fried Northeastern University
 Presenter:
 Nancy Peterson Albion College
 This session will focus on understanding the methods people use to interpret events, and develop approaches to expand their cognitive processing skills. These skills can be used to explore personal "centrism", the unexamined paradigms which often cause people to engage in racist, sexist, homophobic, or xenophobic thinking. These skills also help people interpret events less defensively by temporarily "taking on" the other perspective.

Friday/Saturday

260 The Greek Relationship Statement: Practical Guide for Working With Greeks

Friday 3:15 pm-4:30 pm Hemisphere

Coordinating Presenter:

*Carmen L. Vance The University of Connecticut
Presenter:*

Judith F. Preston The University of Connecticut

The eighties saw a resurgence of interest in Greek organizations. In an effort to develop a positive Greek experience, the V.P. for Student Affairs appointed a Task Force to establish mutual expectations. The end product was the Relationship Statement between the University of Connecticut and the Greek System, which has aided in the creation of a very positive program.

261 Developing a Comprehensive Value-Added Program for an African American Community Center

Friday 3:15 pm-4:30 pm Conservatory

Coordinating Presenter:

*Steven L. Johnson Garland County Community College
Presenter:*

James R. Godfrey Garland County Community College

Three separate college departments teamed with a local African American community center in a mid-sized Southern city (pop. 50,000). The outreach resources of the college were developed and integrated with the community center's revitalized posture to include cultural education, preschool services, skills enhancement, and community building. Also included were opportunities for college student practicum experiences within the community center organization.

262 NASPA Business Meeting

Friday 3:30 pm-5:00 pm International West

263 Small College & University Network Business Meeting

Friday 5:00 pm-6:30 pm Hamilton

264 Urban College & University Network Regional Directors Meeting

Friday 5:00 pm-6:30 pm Jackson

265 Research & Program Development Division Business Meeting

Friday 5:00 pm-6:30 pm Kalorama

266 Richard F. Stevens Institute 1990 Reunion

Friday 5:00 pm-7:00 pm Edison

267 Exclusive "NASPA Scandal Tour"

Friday 5:30 pm-7:00 pm

Group will depart from the Main Lobby of the Washington Hilton Hotel at 5:30 pm. Advance registration required.

268 Friends of the University of Louisville Reception

Friday 6:00 pm-7:30 pm Cabinet

269 Reception of the Network for Gay, Lesbian, & Bisexual Concerns

Friday 6:00 pm-7:30 pm Grant

270 Women in Student Affairs Network Reception

Friday 6:00 pm-7:30 pm Conservatory

271 Network for Educational Equity & Ethnic Diversity Reception

Friday 6:00 pm-7:30 pm Independence

272 Region I Reception

Friday 7:00 pm-8:30 pm Region I Suite

273 Region III Reception

Friday 7:00 pm-9:00 pm Region III Suite

274 Region IV-East Reception

Friday 7:00 pm-8:30 pm Region IV-East Suite

275 Region IV-West Reception

Friday 7:00 pm-8:30 pm Region IV-West Suite

276 Region V Reception

Friday 7:00 pm-8:30 pm Region V Suite

277 Small Colleges & Universities Network Reception

Friday 7:00 pm-8:30 pm Edison

278 Region VI Reception

Friday 9:00 pm-11:00 pm Region VI Suite

279 "Club NASPA"

Friday 9:00 pm-1:00 am International East

280 Aerobics

Saturday 7:00 am-8:00 am Conservatory

281 Urban College & University Network Breakfast Meeting

Saturday 7:00 am-8:00 am Chevy Chase

282 Ethnic Minority Chiefs Breakfast

Saturday 7:00 am-8:30 am Cabinet

283 Para-Professional Student Staff Selection, Training, and Supervision: A Developmental Model

This session also presented Wednesday at 7:30 pm

Saturday 9:00 am-10:15 am State

Coordinating Presenter:

*Pamela T. Horne The University of Michigan
Presenter:*

Barry D. MacDougall The University of Michigan

The successful delivery of many student service programs, (e.g., orientation, residence education, and peer counseling) is dependent on high-quality, front-line para-professional student staff and supervision which insures confident, skilled, and informed staff. Beginning with the first stages of staff selection and continuing through group training, on-going individual goal setting, feedback, and supervision, the individual staff member's growth and development is the key to quality service delivery.

284 Helping Students Cope with Problem Teachers**Saturday 9:00 am-10:15 am Chevy Chase***Coordinating Presenter:**Thomas E. Wagner**University of Cincinnati**Presenters:**Katherine Uetz**University of Cincinnati**Kathleen List**University of Cincinnati*

Student affairs professionals must be prepared to assist students in dealing with "problem teachers." Understanding campus culture and faculty values enables us to assist students who are experiencing difficulties with a faculty member. This session will define and describe the most common characteristics, behaviors, and defenses of problem teachers; analyze a case study; and discuss methods for dealing with problem teachers.

285 Linking Student Affairs With Academics: New Opportunities for Student Affairs**Saturday 9:00 am-10:15 am Dupont***Coordinating Presenter:**Michele "Mitch" Kirsch**Indiana University**Presenters:**Joseph A. Pica**Indiana University**Andrea McAleenan**University of California at Los Angeles**Betty Glick**University of Missouri, Kansas City*

Typically viewed as two separate functions within higher education, academic and student affairs often operate independently. The creation of student affairs positions within academic units provides a unique opportunity to bridge the gap between student affairs and academics. This presentation will discuss the partnership which has developed between student affairs professionals and academicians creating exciting career opportunities in higher education.

286 Student Information Data Exchanges: Information Tool for the Future**Saturday 9:00 am-10:15 am Edison***Coordinating Presenter:**Sandy MacLean**University of Missouri - St. Louis**Presenters:**John Minter**John Minter and Associates**Thomas Hadley**University of Cincinnati*

Since 1987, 15-19 urban state universities have developed a comprehensive student affairs data base and shared survey data and institutional reports. The data base has grown to 341 pages and is on a diskette. It includes a variety of student affairs information. Presenters will cover development of data exchanges, pitfalls, and benefits.

287 The Tapestry of Transitions:**Weaving Your Past with Your Future****Saturday 9:00 am-10:15 am Farragut***Coordinating Presenter:**Donna Swartwout**University of Maryland**Presenters:**Cynthia Hoover**University of Maryland**Lisa Heiser**University of Maryland*

Change is an inevitable and ongoing process in our professional and personal lives and those of our students, and Student Affairs is a highly transitory profession. Yet, we are often unaware of the effects of transitions and inadequately prepared to effectively cope. Participants will have the opportunity to explore the value of developing a greater awareness of transitions, their effects, and strategies for managing them. The program will be particularly useful to the new professional and others facing recent or upcoming transitions.

288 Computerized Judicial Systems — An Administrator's Dream? A Developmentalist's Nightmare?**Saturday 9:00 am-10:15 am Grant***Coordinating Presenter:**Polly Harrigan**Cal Poly State University**Presenter:**Carole Hansen**Cal Poly State University*

Financial and administrative benefits of a comprehensive computerized judicial system will be debated vis-a-vis its impact on developmental interactions. Presented will be findings of a national review of institutions with judicial tracking systems. Topics include the hidden costs of systems, the benefits and drawbacks for judicial officers and the impact on privacy and developmental sanctioning.

289 Student Affairs in Ghana**Saturday 9:00 am-10:15 am Independence***Coordinating Presenter:**Frederick A. Dobens**St. Joseph's University**Presenters:**John D. O'Bryant**Northeastern University**Roselle L. Wilson**University of Michigan*

As institutions become more global student affairs staff must stay current professionally. This program will present the outcomes of a two week visit with Student Affairs colleagues at the three universities in Ghana. Presentors will respond to the basic aims of our educational tour: To encourage: professional ongoing international understanding & exchange, international education projects, and integration of international content in curricula.

Saturday

290 The 1990 Symposium for Women Preparing for the Chief Student Affairs Position: A Review

Saturday 9:00 am-10:15 am Conservatory

Coordinating Presenter:

Sharon Johnson

Slippery Rock University

Presenters:

Nancy Scott

University of Northern Colorado

Joan Apple Lemoine

Western Connecticut State University

The Women in Student Affairs Network has sponsored the Symposium for two years, with approximately 60 women participating. This program will review the two symposia, report on participant satisfaction, and preview plans for the next symposium.

291 Countering Sexual Harassment

Saturday 9:00 am-10:15 am Caucus

Coordinating Presenter:

Sara C. Looney

George Mason University

Presenter:

Gloria Raines

Louisiana State University

Title IX of the 1972 Education Amendments requires that educational institutions adopt and publish grievance procedures for sexual harassment. Some institutions have not yet developed procedures and have no policy statement. This session will discuss how to develop both policy and procedures. There will also be discussion among the participants of strategies for initiating discussion of sexual harassment on campuses.

292 Reflections: To Be or Not To Be a Doctoral Student?

Saturday 9:00 am-10:15 am Map

Coordinating Presenter:

L. Jay Lemons

University of Virginia

Presenters:

Roy W. Baker

University of Virginia

Vicky L. Triponey

Wichita State University

Student affairs professionals typically encounter a stage in their career development when decisions about pursuing terminal degrees are encountered. This presentation focuses on the issues confronted in making these decisions. Panelists will identify the factors and considerations which influenced their pursuit of doctoral degrees. The program is designed to facilitate exploration and discussion of doctoral study among those considering or pursuing degrees.

293 Reflections on CAS Standards: Are They Appropriate for Preparation Programs?

Saturday 9:00 am-10:15 am Georgetown East

Coordinating Presenter:

Larry H. Ebbers

Iowa State University

Presenters:

Beverly J. Kruempel

Iowa State University

Art Sandeen

University of Florida

Dave Ambler

University of Kansas

Lori Reesor

University of Kansas

CAS standards were proposed for preparation programs as part of the total CAS effort to establish criteria to guide the professional practice and preparation for Student Affairs professionals in post-secondary education. This session focuses on a national study regarding how well preparation programs meet the standards. The panel will discuss preparation program standards issues including accreditation, credentialing of student affairs professionals, and issues of diversity and creativity in preparation programs.

294 CSAO's Expectations of the Skills Needed by Mid-Level Managers

Saturday 9:00 am-10:15 am Jefferson West

Coordinating Presenter:

Barbara A. Mann

Florida State University

Presenters:

Suzanne E. Gordon

University of Arkansas

Connie Strode

University of Arkansas

Do perceptions of student affairs professionals aspiring to mid-level administrative positions match expectations held by chief student affairs officers who make hiring decisions? This program presents the results of a study of this question and invites participants to compare and contrast this new information to previous studies of the perception of needed skills by student affairs professionals.

295 Leaders Caught in the Middle: CSAOs, Student Leaders, and Campus Controversies

Saturday 9:00 am-10:15 am Jefferson East

Coordinating Presenter:

Harriet L. Schwartz

Bard College

Presenter:

Dennis C. Golden

University of Louisville

Within recent years, college presidents have been forced to resign following charges of unethical conduct ranging from misuse of funds to sexual harassment. These ethical controversies affect CSAOs and student leaders as conflict and political divisions are created within the campus community. This presentation will help CSAOs examine the questions they face and understand student leaders' perspectives regarding ethical controversies.

296 Guidelines for Enhancing Campus Safety*Sponsored by Research and Program Development Division***Saturday 9:00 am-10:15 am Lincoln West**

Coordinating Presenter:

Karl J. Beeler

University of Missouri - St. Louis

Presenters:

Susan Bellandese

The University of Connecticut

Marsha Duncan

Lehigh University

Carol Wiggins

The University of Connecticut

Campus safety is a national concern which has received considerable press and legislative attention, particularly in the area of campus crime reporting. This presentation will outline contemporary safety concerns, define safety in the postsecondary community, explain why crime statistics alone are insufficient, review data related to campus crime gathered from NASPA institutions, review deterrents to campus crime, and provide steps to creating safer and more secure campus environments.

297 Small Colleges and Universities Network Roundtable*Sponsored by the Small Colleges and Universities Network***Saturday 9:00 am-10:15 am Monroe West**

Coordinating Presenter:

Larry Roper

St. John Fisher College

A roundtable discussion of issues pertaining to Small Colleges and Universities. This session is open to all conferees.

298 Community College Network Roundtable*Sponsored by the Community College Network***Saturday 9:00 am-10:15 am Georgetown West**

Coordinating Presenter:

Linda Dayton

Johnson County Community College

A roundtable format for discussion of issues pertaining to Community Colleges. This session is open to all conferees.

299 Urban Colleges and Universities Network Roundtable*Sponsored by the Urban College Network***Saturday 9:00 am-10:15 am Monroe East**

Coordinating Presenter:

Dale Adams

University of South Alabama

A roundtable format for discussion of issues pertaining to Urban Colleges and Universities. This session is open to all conferees.

300 "Hate Speech"/Free Speech: Creating Open and Just Campus Communities**Saturday 9:00 am-10:15 am Military**

Coordinating Presenter:

Michael T. Boyd

University of Virginia

Presenter:

Tom Jennings

University of Virginia

Several institutions have recently enacted anti-harassment policies to protect minority members from offensive behavior, sometimes known as "hate speech." In several cases, these policies have been challenged as unduly restricting academic freedom and/or First Amendment rights. Participants will discuss relevant case law, sample institutional policies, and alternative approaches to addressing "hate speech" on college campuses.

301 Partnerships: Reflections on Mutuality Between Women and Men**Saturday 9:00 am-10:15 am Hemisphere**

Coordinating Presenter:

Michael Burchell

Colorado State University

Presenter:

Carol Schmitz

University of Southern California

"Partnership is an experience of inner-connection brought about by a consistent commitment to the demanding, painful and sometimes messy work of human relating." This program will explore the need for mutuality in relationships, particularly critical in an age when old paradigms are no longer effective and new approaches to inner-relating are essential. We must understand models of partnership to prepare for organizations which are becoming more participatory and less hierarchical.

302 Leadership and Gender: Reflections on the Past, Vision for the Future**Saturday 9:00 am-10:15 am Thoroughbred**

Coordinating Presenter:

Timothy R. McMahon

The University of Iowa

Presenters:

Cynthia Cherrey

University of Southern California

Kathleen Allen

Mount Saint Mary's College-Los Angeles

Barbara Panzl

Whitman College

The topic of leadership has received a phenomenal amount of attention from the national media and within student affairs in recent years. The way in which we view leadership is changing dramatically. In many organizations, networks, empowerment, and cooperation are replacing the traditional organizational foundations of hierarchy, autocracy, and competition. This session will explore this changing nature of leadership and its relationship to issues of gender.

303 Enrollment Management Interest Group**Saturday 9:00 am-10:15 am Hamilton**

Coordinating Presenter:

Dave Meabon

Wichita State University

This session is an organizational meeting of anyone interested in participating in the development of a NASPA network for enrollment management. The discussion is intended to focus on ways to serve the professional development needs of the enrollment manager.

304 Closing Keynote - Margaret J. Barr**Mirrors of the Past, Directions for the Future****Saturday 10:30 am-11:45 am International Ballroom-center**

Thoughtful reflection regarding our foundations, theories, purposes and roles is a necessary but not a sufficient condition to assure future success. Our success in the future will depend on our ability to develop approaches and confront the complex issues facing higher education. The focus of this address will be on our responsibilities to prepare for and deal with the new and varied futures facing student affairs.

This session has been supported by a grant from the Golden Key National Honor Society.

NASPA 1991 AWARDS

Awards will be presented at the NASPA Awards Luncheon, Friday, April 5, 1991, 12:00 noon in the International Ballroom, Washington Hilton Hotel.

This year's recipients are:

SCOTT GOODNIGHT AWARD FOR OUTSTANDING PERFORMANCE AS A DEAN

John J. Koldus, III

*Vice President for Student Services
Texas A and M University*

FRED TURNER AWARD FOR OUTSTANDING SERVICE TO NASPA

Larry H. Ebbers

*Chair, Professional Studies
Iowa State University*

OUTSTANDING CONTRIBUTION TO LITERATURE OR RESEARCH

Jacqueline Fleming

*Associate Adjunct Professor, Barnard College
President, Motivation Research Corporation*

OUTSTANDING CONTRIBUTION TO HIGHER EDUCATION

Robert H. Atwell

*President
American Council on Education*

MELVENE D. HARDEE AWARD FOR DISSERTATION OF THE YEAR

Deborah L. Liddell

Auburn University

Runner-Up:

Kathryn Clarke

Loyola College

OUTSTANDING NEW PROFESSIONALS

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1991 N.A.S.P.A. EXHIBITORS

Companies and organizations who provide products and services that student affairs professionals need and use are represented in the Exhibit Hall. Be sure to save time to visit the exhibits to learn what's available and can help you serve students more effectively. Drawings for valuable prizes will be held throughout exhibit hours.

EXHIBITORS	BOOTH NUMBERS	
ARA SERVICES, INC.	12	Provides comprehensive dining services with multiple options for all sizes and types of colleges and universities.
ACORDIA COLLEGIATE BENEFITS, INC.	27	Specializes in distributing and administering health and life-related benefits, manages health care services, provider networks and discounts, and diversified financial services.
ADDEN FURNITURE, INC.	19,20	Manufactures solid hardwood and upholstered furniture designed and constructed specifically to endure and enhance residence halls, lounges, dining rooms, libraries and offices.
ALPHA PHI OMEGA	24	National Service fraternity.
AMERICAN DESK MANUFACTURING COMPANY	54	Manufactures residence hall furniture.
AMERICAN OF MARTINSVILLE	44,45	Manufactures quality casegoods and upholstered seating for residence halls and lounges.
ANHEUSER-BUSCH, INC.	36	Sponsors alcohol awareness programs, as a subsidiary of Anheuser-Busch Company, Inc. the world's largest brewer.
BACCHUS OF THE U.S., INC.	6	Organizes and promotes alcohol awareness and education programs for college students.
BLACK ISSUES IN HIGHER EDUCATION	38	Publishes and nationally distributes news, reports, statistics on major issues, and employment opportunities relating to minorities in higher education.
BLOCKHOUSE COMPANY, INC.	35	Manufactures institutional lounge seating and tables which are durable and maintainable, yet attractive.
BUCKSTAFF COMPANY	17	Manufactures quality wood furniture for colleges and universities.
CALIFORNIA NEWSREEL	11	Producer and distributor of "Black America Emerges" a series of award-winning, films and videos promote multi-cultural awareness and understanding on campus.
CERVITOR KITCHENS, INC.	39	Manufactures refrigerated unit kitchens for student housing.
CHANNING L. BETE COMPANY, INC.	58	Publishes scriptographic booklets and videos.
CHESTNUT RIDGE FOAM, INC.	53	Produces flame-resistant LS-200(c) neoprene cushioning for mattress and furniture applications. Helps reduce risk and institutional liability. Complete innerspring specifications available for procurement purposes.
CHRONICLE OF HIGHER EDUCATION, INC.	42	Publishes a weekly newspaper for college and university professionals featuring legislative updates, calendar of events, higher education business concerns, campus news, and an academic job marketplace.
COLLEGE ADMINISTRATION PUBLICATIONS, INC.	15	Publishes periodicals and monographs addressing areas and subjects of vital interest to higher education administrators and educators.
COLLEGE BOWL COMPANY, INC.	7	Distributes an award-winning question-and-answer game played both regionally and nationally on 300 college and university campuses.
COLLEGE PLACEMENT COUNCIL, INC.	16	Offers publications, statistical data, training and other member services as the national association for career planning, placement, and recruitment.
COORS BREWING COMPANY	30	Encourages responsible use of all alcoholic beverages and displays supportive literature and names of active alcohol education programs.
CRISP PUBLICATIONS, INC.	10	Publishes over 70 books which are self-paced, self-guided instructional materials dealing with all aspects of training and human resource development.
DAKA FOOD SERVICE MANAGEMENT, INC.	5	Specializes in tailoring dining service programs that compliment the goals and policies of the institution and daka.
FORBES MARKETING GROUP	31	Distributes promotional advertising items such as imprinted sportswear, glassware, desk accessories, and executive gifts.
FRESHMAN RECORD OF HERFF JONES, INC.	28	Produces THE FRESHMAN RECORD at 300 colleges/universities. Graphically features the incoming class, is informative about campus life, takes minimal sponsor's time, and costs the institution nothing.
HERITAGE INSURANCE MANAGERS	23	Makes available an array of student health insurance plans.
JOSSEY-BASS INC., PUBLISHERS	18	Publishes professional books/periodicals and audio cassettes in management, human resource development, social and behavioral science, health education, higher education, continuing education and public administration.
MARKEL SERVICE, INC./RHULEN DIVISION	55	Offers student accident and health insurance, alumni and foreign student medical programs.
MARRIOTT FOOD & SERVICES MANAGEMENT	56,57	Provides food service management on a contract basis for college and university campuses.
MARTIN/NORSE FURNITURE COMPANY	41	Provides quality, service and dependability for types of student room and lounge furniture.
MICROFRIDGE, INC.	43	Sells and leases a unique combination compact refrigerator, freezer and microwave oven. Designed for college students, it uses one plug and draws less than 9 amps.
MODUFORM, INC.	8	Manufactures heavy duty dining and lounge furniture constructed with foam-filled thick seamless vinyl.
MORRISON'S CUSTOM MANAGEMENT	21	Provides popular and profitable food services for students, faculty, staff, and guests on college and university campuses.
NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION	22	A national professional association of women engaged in educational administration and counseling. Formerly known as The National Association of Women Deans, Administrators, and Counselors.
NATIONAL LIBRARY SERVICE FOR THE BLIND AND PHYSICALLY HANDICAPPED	49	Provides braille and recorded books and magazines for blind and physically handicapped persons, talking-book players, catalogs and bibliographies, music scores and music instruction materials.
NEMSCHOFF CHAIRS, INC.	3,4	Manufactures contract seating and casegoods furniture for the dormitory room, lounge, and dining areas of colleges and universities.
NOEL/LEVITZ CENTERS, INC.	52	Consultants specializing in student retention and student success. Produces Retention Management System(TM) and ActionTrack(TM), the complete retention software.
PERIOD FURNITURE, INC.	25	Serves the hospitality, government, and learning institution markets as a contract furniture manufacturer of high quality wood case goods.
PROFESSIONAL FOOD-SERVICE MANAGEMENT, INC.	40	Offers contract management of college and university dining services.
QUALITY PRODUCTS AND SERVICES	34	Sells and services an array of products including refrigerator rentals, rug sales, furniture, bedding and wall coverings.
SAUDER MANUFACTURING COMPANY	9	Manufactures a complete line of solid oak and ply bent chairs, tables and lounge furniture.
SEILER CORPORATION	50	Provides contract food service to meet the needs of schools and universities.
SOMMERS, KITCHEN & ESSLER INSURANCE AGENCY, INC.	37	Specializes in identifying student needs and designing insurance options to meet them.
THIS END UP FURNITURE COMPANY	32,33	Manufactures a complete line of solid wood dormitory and lounge furniture.
TODAY'S BUILDING SYSTEMS	51	We are a design/build developer of affordable alternative housing for students, faculty and staff members. Variable financing options available.
WEB SERVICES COMPANY, INC.	13,14	Provides coin operated laundry equipment for residence halls, apartments and multi-housing complexes. Our service includes maintenance.
WHITTLE COMMUNICATIONS	26	Publishes a free publication for college women devoted to their emotional well-being and offering fresh insights/information on emotional life, relationships, friends, careers, sexuality, and health.
YORK WOOD PRODUCTS	29	Manufactures lounge seating and occasional furniture for colleges and residence halls.

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Coordinating Presenters were asked to designate a functional area cross-reference for their program sessions. That cross-reference is listed below:

Athletics/Sports

142, 215, 247

Campus Violence/Security

68, 78, 90, 122, 194, 237, 296

Career Development

138, 198, 206, 290, 292

Diversity/Pluralism

19, 29, 42, 66, 72, 95, 99, 105, 110, 117, 118, 124, 127, 132, 134, 135, 190, 191, 192, 193, 195, 208, 211, 222, 235, 244, 257, 259, 261, 289, 301

Graduate Preparation

89, 100, 213, 242, 293

Greek Life

26, 116, 188, 239, 260

Harassment/Hate Speech

64, 103, 123, 200, 214, 229, 254, 291, 300

Management Issues

18, 20, 25, 28, 30, 31, 61, 67, 69, 74, 84, 91, 94, 112, 115, 125, 128, 130, 136, 139, 188A, 196, 201, 207, 209, 210, 225, 227, 228, 234, 240, 241, 243, 245, 250, 252, 253, 256, 285, 286, 288

Orientation

89, 221

Retention/Enrollment Management

16, 43, 62, 65, 86, 87, 303

Staffing/Supervision

27, 41, 119, 144, 218, 233, 283, 294

Student Development

63, 85, 126, 129, 133, 141, 212, 216, 220, 223, 224, 226, 232A, 238, 248, 255

Student Health

70, 73, 82, 251

Student Leadership

17, 40, 88, 98, 107, 108, 120, 143, 197, 199, 258, 295, 302

Student Needs/Opinions

12, 13, 14, 71, 80, 102, 109, 111, 121, 140, 219, 230, 249, 284

Student Protests/Activism

15, 77, 83, 92, 101, 114, 137, 205, 231, 236

Substance Abuse

75, 106, 232, 246

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March 20-24, 1993
Boston, Massachusetts

March 24-27, 1994
Dallas, Texas

March 23-26, 1995
San Diego, California

March 14-17, 1996
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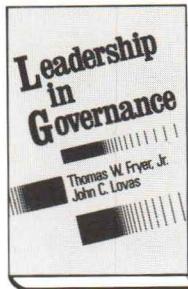
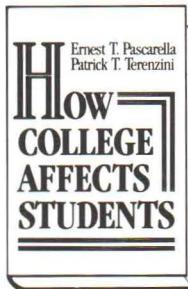
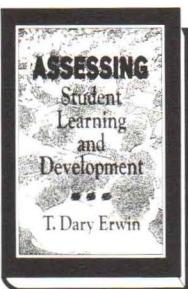
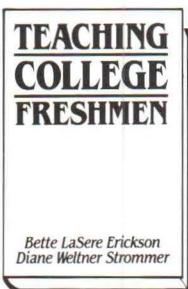
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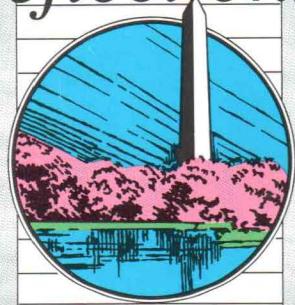
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